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For release

October 1, 1970
Ottawa

THE PRESIDENTIAL ELECTION



Expressed the confidence Minister Martin McManis
today announced that he is willing to consider the
this year to be a year of progress for the country
which is a year of progress for the country

Lacking issues

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Minister of Employment
and Immigration



Ministre de l'Emploi
et de l'Immigration

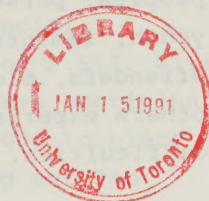
Gouvernement
Publication

For release

Date

January 3, 1991
91-1

FOR IMMEDIATE RELEASE



Employment and Immigration Minister Barbara McDougall today announced that \$2.3 million in funding was given this year to 29 Outreach projects across Canada to continue providing services to disadvantaged clients.

"Outreach projects are a lifeline to members of particular groups in Canadian society who need more help than most to find work," Mrs. McDougall said.

"Our renewal of these projects recognizes the strong ties they have built in their communities and their proven success."

Outreach offers employment services to clients who face significant barriers to employment, and to clients in remote areas not served by a Canada Employment Centre (CEC). Community and non-profit groups and agencies have managed Outreach projects funded by EIC since 1972.

Target groups include women, aboriginal peoples, persons with disabilities, visible minorities, youth, immigrants, long-term unemployed, offenders/ex-offenders, older workers, isolated communities, and others experiencing severe employment difficulties.

Outreach services complement those offered by regular CECs. EIC regional offices or local CECs offer assistance and guidance to projects.

Projects renewed for this fiscal year are described, by provinces, in the backgrounder attached.

For information:

Outreach Program
Gwenda Davies
(819) 953-7572

BACKGROUNDER

Prince Edward Island

Renewed funding of \$196,543 for two Outreach projects will allow them to continue providing special employment services. The Native Council of P.E.I. will receive \$84,538 for counselling off-reserve aboriginal people. Tremploy Inc. will receive \$112,005 to place handicapped adult job-hunters in training and job opportunities.

New Brunswick

The Canadian Mental Health Association in Saint John will receive \$33,944 for the Outreach Mental Health project which helps the target group find jobs.

The Miramichi Physically Disabled and Handicapped Association will receive \$33,250 for a project in Chatham to help handicapped job hunters find employment.

Family Services Sussex Inc. is receiving \$31,282 to sponsor employment services for mentally disabled people, including counselling, work placement and follow-up.

Newfoundland

The Community Services Council of St. John's will receive \$49,754 as the first phase of a three-year project to help people enter the workforce through volunteer work in the "Transitional Volunteer Program." The project involves CECs in Labrador City, Happy Valley, Stephenville, Corner Brook, Grand Falls, Gander and St. John's.

The Twillingate, New World Island and Change Island Development Association in Newville will receive \$52,582 to operate the "Northeast Youth Outreach" program. The goal is to prepare young people for the labour market by helping with career counselling, training programs and job searches.

Nova Scotia

The Native Council of Nova Scotia will receive \$171,623 to deliver employment counselling, training information and special health services under a project focusing on council members living in remote areas.

Funds totalling \$42,292 will assist the Community Enhancement Project in Truro. The project counsellors work with the local Black population on education, job skills counselling and guidance.

Outreach funding totalling \$93,846 will bring CEC programs and services to the Black community in Dartmouth.

The Job Orientation and Motivation project sponsored by the Parents Without Partners in Hub town and the Children's Aid Society and Family Services of Colchester County will receive \$57,098 to help single parents.

The Social Planning department of Halifax will receive \$74,438 to sponsor the Young Adult Employment project which offers career counselling, workshops and other job tips to unemployed young people between the ages of 15 and 24 who have left school.

CEC services will continue to be offered to recovering mentally-ill clients in Kentville through an employment assistance project funded by \$59,965.

Quebec

Four Outreach projects have been approved for renewed funding totalling \$529,187 for employment-related services in Trinité-des-Monts, Pohénégamook, Sainte-Thérèse and Greater Montreal.

The Comité de développement de la Neigette Inc. in Trinité-des-Monts will receive \$60,571 for services to people who need help overcoming employment barriers.

In Pohénégamook, the Corporation de développement des ressources humaines du Transcontinental will receive \$91,078 to provide employment services to eight isolated communities in the county of Kamouraska-Rivière du Loup.

The Maison des jeunes des Basses Laurentides Inc. will receive \$145,828 for a project that offers counselling, vocational guidance and work placements for troubled young people between the ages of 16 and 24 in the county of Blainville-Deux Montagnes.

Intégration des femmes au travail Inc. will receive \$231,710 for sponsoring an Outreach project called "L'Enjeu" which helps women in metro Montréal who face major barriers, entering or re-entering the labour market.

Ontario

Renewed funding of \$614,836 will allow seven Outreach projects in Ontario to continue providing specialized employment services for another three years.

Placement Assistance to the Handicapped (PATH) in Hamilton will receive \$179,825 to help physically disabled people find jobs or train for jobs.

The Dokis Indian Band #9 in Monetville (near North Bay) will receive \$38,624 to provide employment counselling, training and advice on how to deal with government agencies.

The Epilepsy Association in Metro Toronto will receive \$48,768 to sensitize employers to epilepsy in the workplace, and to help place epileptic persons who have experienced difficulty in the labour market.

The 55 Plus Personnel Placement in Kitchener serves about 300 older workers each year in the Kitchener-Waterloo area, providing counselling, job search skills, and liaison with employers and other agencies as required.

A municipal project, called Metropolitan Toronto Youth Employment Outreach, will receive \$247,477 to help street youth through training and assistance offered by school boards, community agencies, employers and governments. More than 200 young people are rehabilitated and able to find work each year.

The Shibogama Outreach at Kasabonika Lake (near Kenora) will receive \$50,042 to provide Status Indians with job counselling, and to help them tap into training programs under the federal and provincial governments. It also acts as a liaison with the Kenora CEC on employment and Unemployment Insurance matters affecting the Shibogama Band.

The Oneida Council of the Thames, sponsors of SONET in Southwold, will receive \$47,581 to provide active employment-related services to persons of Native ancestry who reside on or near the Oneida-of-the-Thames Indian Reserve. The local CEC is in London.

Manitoba

Renewed funding of \$32,834 will allow two Outreach projects in Northern Manitoba to continue providing specialized employment services.

The God's Lake Narrows Community Centre will receive \$19,952, and the God's River Indian Band, \$12,882.

Both projects will provide employment referrals and placement, information on available programs and the local labour market, as well as provide links with the major industrial centre of Thompson.

Saskatchewan

The Career Development Centre in Prince Albert will receive \$137,459 to offer services to older workers and other persons with special employment needs.

Clients are placed with local small businesses and industry, and the Centre monitors their job performance through counselling and supervision.

Alberta

The Canadian Paraplegic Association in Calgary will receive \$35,660 to provide special services to help paraplegics and quadraplegics develop their employment skills.

An employment counsellor will be hired to increase client use of CEC programs and services, extend services to more remote areas, and to increase small business opportunities for the disabled. The counsellor will also provide placement and will advise employers how to make worksites more accessible to disabled people.

British Columbia

The Richmond Youth Service Agency will receive \$77,000 to continue providing employment services to young people aged 15 to 21 who are not attending school and in need of guidance.

Two vocational counsellors will work with young people to help them overcome difficulties and prepare them for the labour market.

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Minister of Employment
and Immigration



Ministre de l'Emploi
et de l'Immigration

Government
Publications

For release

Date

January 14, 1991

91-02



FOR IMMEDIATE RELEASE

Canadian Labour Force Development Board established

Employment and Immigration Minister Barbara McDougall today announced the creation of the Canadian Labour Force Development Board.

The Board will work with governments, business, labour and special interest groups:

- to monitor and evaluate training programs;
- to develop national training standards;
- to establish training budgets under Unemployment Insurance programs; and
- to find the most cost-effective ways to implement skills training strategies.

"The mandate of the Board will ensure that the private sector plays an active role in decisions affecting skills training in Canada," Mrs. McDougall said. "It will concentrate its energies on identifying skill needs of the labour market and the training requirements of our workers."

Canada

"The establishment of this Board is a major step in the development of Canadian labour market programs," the Minister added.

The Canadian Labour Force Development Board will have 22 members: eight each from labour and business, four from social action groups and two for training providers. The Board will also include ex officio government members: one from the federal government and five from provincial governments.

"In the coming weeks, I will be announcing the names of the representatives to the Board," Mrs. McDougall said. "The Canadian Labour Force Development Board should be in operation by mid-February."

"Major technological advances in industries around the world demand the development of new approaches and skills. We want people now in the labour force to acquire the new skills they need to keep them working."

"This is a historic achievement," Mrs. McDougall said. "Labour, industry and governments, at both the federal and provincial levels, all agree that a Canada-wide training effort is essential to the future prosperity of our country. And they have co-operated in an unprecedented manner to establish a Board that serves all of our interests."

In 1989, the Minister announced the Labour Force Development Strategy (LFDS), a plan to help Canadian workers take advantage of new opportunities in the labour market. The LFDS was introduced to respond to Canada's need for a highly skilled workforce, capable of adapting to an evolving work environment brought on by technological and demographic change.

The Minister then asked the Canadian Labour Market and Productivity Centre (CLMPC) to establish independent, non-governmental task forces to consult on the various proposals in the Strategy. Throughout 1989 seven task forces studied aspects of Canada's labour force, and submitted their recommendations to the Minister early in 1990.

A further CLMPC committee made recommendations on a national training board, following consultations with all labour market partners on the government's behalf.

"When I announced the LFDS, I indicated the government would be recommending that a mechanism, such as the new Canadian Labour Force Development Board, would be established," Mrs. McDougall noted. "Today's announcement is the fulfillment of our plans."

For information:

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Rita Mezzanotte
Minister's Office
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En 1989, la Ministre a annoncé l'application de la Stratégie de mise en valeur de la main-d'oeuvre (SMO), qui vise à aider les travailleurs canadiens à profiter des nouvelles possibilités que leur offre le marché du travail. La SMO a été mise en oeuvre afin de répondre au besoin en main-d'oeuvre hautement qualifiée qui existe au Canada. Elle vise à former des travailleurs capables de s'adapter à l'évolution du marché du travail qu'entraînent les changements de nature technologique et démographique.

La Ministre a ensuite demandé au Centre canadien du marché du travail et de la productivité (CCMTP) de mettre sur pied des groupes de travail non gouvernementaux et indépendants chargés de tenir des consultations sur les diverses propositions contenues dans la Stratégie. Au cours de 1989, sept groupes de travail ont étudié des éléments de la population active canadienne, puis ont présenté leurs recommandations à la Ministre au début de 1990.

. Après avoir consulté tous les intervenants sur le marché du travail pour le compte du gouvernement, un autre comité du CCMTP a fait des recommandations sur la constitution d'une commission nationale de la formation.

«Quand j'ai annoncé la mise en oeuvre de la SMO, j'ai indiqué que le gouvernement recommanderait l'établissement d'un organisme tel que la nouvelle Commission canadienne de mise en valeur de la main-d'oeuvre, a fait remarquer M^{me} McDougall. Aujourd'hui, j'annonce donc la réalisation de nos projets.»

- 30 -

Renseignements :

Norine Smith
Politique stratégique et
Planification
(819) 994-4111
Rita Mezzanotte
Cabinet de la Ministre
(819) 994-2482

«La formation de cette commission constitue une étape importante vers l'élaboration au Canada de programmes relatifs au marché du travail», a ajouté la Ministre.

La Commission canadienne de mise en valeur de la main-d'oeuvre se composera de 22 membres : huit d'entre eux proviendront des milieux syndicaux, huit du monde des affaires, quatre de groupes d'action sociale et deux des milieux de l'enseignement et de la formation professionnelle. De plus, un représentant du gouvernement fédéral et cinq représentants des gouvernements provinciaux siégeront d'office à cette commission.

«J'annoncerai au cours des prochaines semaines le nom des membres de la Commission, a signalé Mme McDougall. La Commission canadienne de mise en valeur de la main-d'oeuvre devrait débiter ses travaux d'ici la mi-février.

«Les importants progrès technologiques réalisés dans divers secteurs d'activité partout dans le monde obligent les travailleurs à acquérir de nouvelles méthodes de travail et de nouvelles compétences. Nous voulons que les membres de la population active acquièrent les nouvelles compétences dont ils auront besoin pour conserver leur emploi.

«Il s'agit d'une réalisation historique, a fait remarquer Mme McDougall. De l'avis des syndicats, de l'industrie et des gouvernements fédéral et provinciaux, une collaboration à l'échelle du Canada est essentielle dans le domaine de la formation pour assurer la prospérité future de notre pays. Dans un geste sans précédent, les parties concernées ont joint leurs efforts en vue de créer une commission capable de répondre à tous nos besoins.»



Pour publication

Le 14 janvier 1991
91-02

POUR DIFFUSION IMMÉDIATE

Formation de la Commission canadienne de mise en valeur
de la main-d'oeuvre

M^{me} Barbara McDougall, ministre de l'Emploi et de l'Immigration, a annoncé
aujourd'hui la formation de la Commission canadienne de mise en valeur de
la main-d'oeuvre.

En collaboration avec les gouvernements, les entreprises, les
syndicats et les groupes d'intérêt spéciaux, la Commission :

- surveillera et évaluera les programmes de formation;
- établira des normes nationales de formation;
- dressera des budgets de formation pour les projets mis en oeuvre
dans le cadre du Régime d'assurance-chômage;
- cherchera les méthodes les plus rentables pour appliquer des
stratégies de formation professionnelle.

«La Commission aura pour mandat d'assurer la participation
active des entreprises du secteur privé dans la prise des décisions touchant la
formation professionnelle au Canada, d'indiquer M^{me} McDougall. Elle devra
concentrer ses efforts sur la détermination des besoins en main-d'oeuvre
qualifiée du marché du travail et des besoins en formation de nos travailleurs.

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Minister of Employment
and Immigration



Ministre de l'Emploi
et de l'Immigration

Government
Publications

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January 16, 1991
91-03



FOR IMMEDIATE RELEASE

**Literacy training now available to Unemployment
Insurance claimants**

Employment and Immigration Minister Barbara McDougall today announced that Canadians collecting Unemployment Insurance (UI) can now take literacy courses without losing benefits.

Speaking to a Stay-in-School conference in Saint John, New Brunswick, Mrs. McDougall noted that illiteracy is a major barrier for many Canadians wanting to take training to upgrade their skills.

"Recent studies by Statistics Canada have indicated that a shocking number of Canadians are lacking in literacy skills," the Minister noted. "This major disability limits peoples' job prospects and disqualifies them from further training that would improve those prospects."

"A skilled, flexible workforce is the key to staying competitive in today's global economy," Mrs. McDougall said.

"This was the reason I introduced the Labour Force Development Strategy (LFDS) in 1989 - to respond to Canada's need for a workforce capable of adapting to an evolving work environment brought on by technological and demographic change."

UI recipients usually jeopardize their benefits if they are not ready and able to work. Under Section 26 of the UI Act, however, people can take certain types of training without incurring this risk. The new policy incorporates literacy and numeracy training into this category.

This policy change is in response to recommendations made by the Canadian Labour Market and Productivity Centre (CLMPC) task forces, commissioned by Employment and Immigration Canada to examine the LFDS.

The initiative is part of a series of government efforts to improve the literacy skills of the unemployed. These include the purchase of courses, as well as literacy and numeracy training components for those involved in government training programs. The federal government expends some \$150 million annually on training programs in the field of literacy.

For information:

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Office of the Honourable
Barbara McDougall
(819) 953-6502

Roch Rollin
Regional Manager
Public Affairs
(506) 452-3012

BACKGROUND

EMPLOYMENT POLICY ON WORKER LITERACY

The Labour Force Development Strategy places a strong emphasis on the deployment of under-utilized human resources to meet the needs of an ever-changing and competitive marketplace. The limited ability in reading and writing among more than one-third of the Canadian labour force, however, restricts their capacity to perform efficiently and to undertake further training.

The employment policy on worker literacy addresses the needs of workers through:

1. Sponsored Training under the Fee-payers arrangement

In this arrangement the course costs would be paid by the trainee or by some sponsoring agency other than EIC. Two systems of income support are possible: UI benefits under Section 26 for participants who are UI claimants (approximately \$40 million), and allowances (approximately \$20 million), under the Canadian Jobs Strategy (CJS) policy for those who are not claimants.

2. Purchase of Training

The Commission promotes literacy training through the purchase of such courses as Basic Training for Skill Development and Preparation for Vocational Training. The estimated funding for course costs and allowances is approximately \$89 million.

3. Canadian Jobs Strategy (CJS)

Literacy components will be incorporated into CJS project activities for participants who need to improve reading and writing skills.

4. Workplace Literacy Training

In the Workplace-Based Training model, EIC encourages employers to provide their employees with training in literacy skills, by partially subsidizing the employers' costs of courses and wages during training.

5. Community Literacy Initiatives

EIC will establish a number of experimental projects with funding of \$3.5 million to determine the best approach to literacy training.

In keeping with the principles of the Labour Force Development Strategy, Employment and Immigration Canada will be working with its labour market partners to promote literacy training. A literate Canada will benefit workers and employers alike.

A Survey of Literacy Skills Used in Daily Activities, conducted by Statistics Canada, revealed that 16 per cent of Canadian adults have difficulties in reading and writing, which would prevent occupational training, and a further 22 per cent have difficulties in most kinds of occupational training.

A recent Conference Board of Canada survey of Basic Employee Skills in Canadian Business revealed that 70 per cent of corporations in Canada perceive problems as a result of functionally illiterate employees. These problems manifest themselves in a high turnover rate, absenteeism, and reassignment difficulties.

The target clientele for literacy training would be workers with low education who are considered unable to perform adequately in a specific job or training situation, owing to limited reading and writing skills. Thus many older workers in transition, Aboriginal people, and persons with employment disadvantages may benefit.

Through the literacy training now available to Unemployment Insurance claimants, a concerted effort can be made to change these statistics and overcome the major problems they create in the workforce. EIC joins its labour market partners to address the problems of illiteracy.

January 1991



LABOUR FORCE DEVELOPMENT STRATEGY BACKGROUND

On April 11, 1989, Minister of Employment and Immigration Barbara McDougall announced the Labour Force Development Strategy (LFDS), a plan to help Canadian workers take advantage of new opportunities in the labour market. The full thrust of the Strategy is outlined in Success in the Works.

The LFDS was introduced to respond to Canada's need for a highly skilled workforce, capable of adapting to an evolving work environment brought on by technological and demographic change.

First preparatory step - Legislative Change (June 1989-November 1990)

In June 1989, the Minister introduced to the House of Commons Bill C-21, a Bill to Revise the Unemployment Insurance Act. Through Bill C-21, funding for the initiatives outlined in Success in the Works would become available.

Bill C-21 was passed by the Senate in October 1990 and received Royal Assent on October 23, 1990; changes to the UI Act became effective November 18, 1990. As a result, \$775 million will be redirected to implement the Labour Force Development Strategy initiatives - to upgrade the skills of the Canadian labour force. Up to 150,000 UI training participants will be involved, fifty per cent more than in 1990.

Unemployment Insurance will continue to provide temporary income protection to unemployed Canadians. The LFDS represents a response to the needs of the unemployed, by supplying them with the means to return to the labour force sooner.

Second preparatory step - Consultation and Planning (June 1989-November 1990)

Following tabling of Success in the Works in 1989, the Minister asked the Canadian Labour Market and Productivity Centre (CLMPC), on behalf of the federal government, to undertake consultations to determine the views and concerns of the major labour market stakeholders - labour and business. A number of community interest and educational groups were also invited to participate.



The CLMPC set up seven task forces to consider various aspects of the LFDS: Older Workers, Unemployment Insurance Beneficiaries, Social Assistance Recipients, Apprenticeship, Co-operative Education, Entry-level Programs and Human Resource Planning. The CLMPC Phase I report of these task forces was submitted to the Minister in March 1990.

Employment and Immigration Canada (EIC) used the recommendations of the seven CLMPC task force reports to start to plan and design new programs, building and expanding on the strengths and successes of the Canadian Jobs Strategy (CJS).

A further consultative process was launched in the spring of 1990, building on the consensus of the task forces, to design a new institution to ensure private sector involvement in the public training effort. The CLMPC Phase II Committee Report, on the need for a Canadian Labour Force Development Board, was submitted to the Minister in July 1990. Members of the Phase II task force then consulted further with their labour and business colleagues across the country concerning the proposals. Concurrently, consultations took place with social action groups to seek their views.

The mandate and composition of the Canadian Labour Force Development Board is being finalized and the board will be in place early in 1991.

Implementation of the Labour Force Development Strategy (LFDS) (November 1990-April 1992)

Over the coming months, the Minister will be announcing new initiatives to fulfill the mandate of the LFDS. Employment and Immigration Canada (EIC) is now in a position to proceed with plans to respond to the needs of the Canadian labour market.

The Canadian Labour Market and Productivity Centre (CLMPC) task forces provided EIC with both broad and specific policy directions that have served as the basis for the development of new programming to meet the needs of clients. The major change in the direction EIC is taking in the development of programming will be implemented over the 1991/92 fiscal year.

With funding available as a result of the passage of Bill C-21, EIC will start to implement expanded programming, including:

- \$230 million to increase employment and training activities: Human Resource Planning, Industrial Adjustment Service, Community Futures, new training allowance rates, expanded programs for Aboriginal peoples and social assistance recipients;
- \$545 million in initiatives to help the unemployed, including: training for Unemployment Insurance recipients and displaced older workers, and programs for self-employment, re-employment and entrepreneurship.

The full \$775 million will be available in 1992; the allocated spending for 1991 will be \$550 million.

Implementation of the LFDS will be a phased-in process, with full programming available during 1992. Partnerships between governments and the private sector, labour and business, already struck through the consultative process, will be developed by the private sector labour force development boards, leading to the achievement of the goal of a skilled Canadian labour force to meet the challenges of the future.

Summary

While the level of federal government financial commitment to training is substantial, achievement of the LFDS goals depends on the collaboration and commitment of all members of the labour market - employers, workers, the unemployed and all levels of government. All Canadians must embrace training and re-training as a life-long activity.

Canada is entering an era of new technologies, relaxation of world trade restrictions and globalization of world markets. The competitiveness and preparedness of the workforce will provide the economic basis for the kind of life Canadians expect to enjoy.

Between now and the year 2000, almost half the new jobs will require more than five years of combined education and training beyond the completion of high school. Canadians will need to upgrade skills, acquire new skills and broaden the range of their skills. Ensuring that all workers prepare for a lifetime of learning in the workforce is a dominant theme of the LFDS.

Canada can accomplish this, but it will not happen without a plan and the commitment of those it affects directly. Through partnerships between governments and the private sector, already well advanced through initiatives such as the CLMPC consultations, the federal government will provide the impetus for all partners in the labour market to take a greater interest and responsibility for training.

The Canadian Labour Force Development Board will provide the link with the private sector in developing a shared commitment to a work-training culture. Unemployment Insurance funds will continue to provide temporary income protection, while expanded programs and new initiatives will help the unemployed return to the labour force.

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Note:

Success in the Works (IN-008/4/89) is available from Employment and Immigration Canada, Public Affairs Branch, Ottawa, Ontario K1A 0J9 (819) 994-6313. Announcements by the Minister to date, including the C-21 news release (90-28), Community Futures news release (90-31), Section 26 feepayers reinstatement news release (90-33), the Aboriginal employment and training strategy news release (90-35), and the Canadian Labour Force Development Board news release (91-02), are available from Employment and Immigration Canada, Public Affairs Branch, Ottawa, Ontario K1A 0J9 (819) 994-6313.

January 1991



For release

Date

91-04

January 29, 1991



Ottawa-- The Honourable Barbara McDougall, Minister of Employment and Immigration announced today that the general occupations list for independent immigrants will be temporarily closed as of January 30, 1991.

"As announced in October 1990, the five-year immigration plan allows for the general occupations list to be opened and closed at different times during the planning period," said the Minister. "By doing so we ensure that we meet our announced immigration objectives, while minimizing processing times and responding to economic fluctuations."

The general occupations list is a tool which helps regulate the independent component of the overall immigration movement.

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The temporary closure of the general occupations list will lead to improved program management and better regulation of the system.

"These changes will not affect our ability to meet our announced immigration target for 1991. However, these measures will prevent continued build-ups of backlogs abroad and ensure that candidates are not faced with undue processing delays," added the Minister.

Another list, the designated occupation list, will be established shortly following consultations with the provinces and private sector organizations. This list will consist of occupations which are in short supply in particular provinces.

The timing of the re-opening of the general occupations list will reflect on-going analysis of the immigration of skilled workers in relation to announced objectives. Applications will still be accepted from independent immigrants with approved job offers.

For information:

Minister's Office: Rita Mezzanotte (819) 994-2482
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For questions concerning overseas operations only
contact: External Affairs Media Relations office
(613) 995-1874

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Government
PublicationMinister of Employment
and ImmigrationMinistre de l'Emploi
et de l'Immigration

For release

Date

February 5, 1991

91-06



Canada-Quebec Accord on Immigration

MONTREAL -- The Honourable Barbara McDougall, Minister of Employment and Immigration, and Madame Monique Gagnon-Tremblay, ministre des Communautés culturelles et de l'Immigration et vice-présidente du Conseil du trésor du Québec, today signed the Canada-Quebec Accord on Immigration.

The Accord maintains the federal government's exclusive control over fundamental immigration standards and objectives. The federal government will also maintain responsibility for admitting immigrants, granting permanent resident status, overseeing the control of aliens, and providing citizenship services.

The Accord renews Quebec's powers in the selection of independent immigrants. It also grants Quebec new responsibilities for the integration of immigrants. Furthermore, both parties agree to implement measures promoting Quebec-bound immigration to a proportion equivalent to its share of the Canadian population. This includes immigrants accepted for humanitarian reasons. The Accord is also subject to the Canada and Quebec Charters of Rights and Freedoms.

The Accord guarantees the mobility rights of immigrants and ensures their right to protection against all discrimination.

In withdrawing from certain services which will now be administered by the province, the federal government will provide \$332 million in financial compensation to Quebec over a four-year period. This compensation is made on condition that services provided by Quebec correspond to those provided by the federal government elsewhere, and that they be offered without discrimination to all permanent residents living in Quebec. The compensation takes into account the additional expenditures that Quebec must incur because only one-third of immigrants speak French upon their arrival in Quebec whereas one-half of immigrants to the rest of Canada speak English.

Mrs. McDougall also noted that the agreement is evidence of the federal government's desire to use all the possibilities under the current constitutional system to the benefit of all Canadians, while respecting the special characteristics of each region.

Mrs. McDougall also stated that the federal government is prepared to review existing immigration agreements with certain provinces, or to negotiate agreements with other interested provinces. In all cases, the special needs of each province will be taken into account, as they were in the case of Quebec.

The Accord will come into force on April 1, 1991. Furthermore, federal public servants working in the services affected by the Accord will be given the opportunity to join the provincial public service, or be assigned other duties within the federal public service.

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Information

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To obtain copy of the Accord, please call (819) 994-6313.

Madame McDougall a rappelé que le gouvernement fédéral est tout à fait disposé à revoir les ententes relatives à l'immigration qui existent déjà avec certaines provinces ou à négocier des ententes avec les autres provinces qui en exprimeraient le désir. Dans tous les cas, on tiendra compte, comme pour le Québec, des besoins spécifiques de chaque province.

Cet accord entrera en vigueur le 1er avril 1991. Souignons enfin que les fonctionnaires fédéraux qui travaillent dans les services touchés par l'Accord se verront offrir le choix de se joindre à la fonction publique provinciale ou de se voir confier d'autres tâches au sein de la fonction publique fédérale.

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Renseignements :

Rita Mezzanotte
Cabinet de la Ministre
(819) 994-2482
Louise Trépanier
Relations fédérales-
provinciales
(819) 994-6343

Linda Laroque
Affaires publiques (Immigration)
Bureau régional (Québec)
(819) 953-6952
(514) 283-4900

Pour obtenir une copie de l'Accord, téléphonez au
(819) 994-6313.

canadienne, y compris en ce qui concerne les candidats admis pour des motifs humanitaires. Soumis aux chartes canadienne et québécoise des droits et libertés, cet accord garantit le droit à la mobilité des immigrants et leur assure la protection contre toute discrimination.

En se retirant de certains services dorénavant remis entre les mains de la province, le gouvernement fédéral versera au Québec une compensation financière de l'ordre de 332 millions de dollars, étalée sur quatre ans, à condition que les services dispensés par le Québec correspondent dans leur ensemble à ceux offerts par le gouvernement fédéral dans les autres provinces et qu'ils soient offerts sans discrimination à tous les résidents permanents sur le territoire du Québec. Cette compensation tient compte des dépenses supplémentaires que doit engager le Québec ou seulement un tiers des immigrants parlent le français à leur arrivée dans cette province comparativement aux autres provinces où la moitié des immigrants parlent déjà l'anglais à leur arrivée.

Mme McDougall a aussi fait remarquer que l'entente atteste de la volonté du gouvernement fédéral d'exploiter toutes les possibilités qu'offre le régime constitutionnel actuel pour assurer le bien-être de l'ensemble de la population canadienne tout en respectant la spécificité de chacune des régions.



Pour publication

Le 5 février 1991

91-06

Accord Canada-Québec sur l'immigration

Montréal -- Mme Barbara McDougall, ministre de l'Emploi et de l'Immigration, et Mme Monique Gagnon-Tremblay, ministre des Communautés culturelles et de l'Immigration et vice-présidente du Conseil du trésor du Québec, ont procédé aujourd'hui à la signature officielle de l'Accord Canada-Québec sur l'immigration.

En vertu de cet Accord, le gouvernement fédéral continuera d'avoir la responsabilité exclusive des normes et des objectifs fondamentaux du pays en matière d'immigration. Il continuera aussi d'admettre les immigrants, d'octroyer le droit d'établissement, d'assurer le contrôle des étrangers et de dispenser les services reliés à la citoyenneté.

L'Accord vient renouveler les pouvoirs du Québec en matière de sélection des immigrants indépendants. Il accorde aussi au Québec de nouveaux pouvoirs en ce qui a trait à l'intégration des immigrants. De plus, l'Accord engage les deux gouvernements à poursuivre une politique dont l'un des objectifs est de permettre au Québec de recevoir chaque année une proportion d'immigrants comparable à sa part de la population

CA-1
MI
- R21

Minister of Employment
and Immigration



Ministre de l'Emploi
et de l'Immigration

For release

March 6, 1991

91-07

Notice to the Media:

OTTAWA -- Employment and Immigration Minister Barbara McDougall today released a report on the effects of the expiry of the Unemployment Insurance Variable Entrance Requirement.

The report was compiled by the Department of Employment and Immigration at the request of the Standing Committee on Labour, Employment and Immigration and analyses U.I. claims made from February 1990 to October 1990.

Please see attached Backgrounder for the highlights.



Background

In 1978, the entrance requirements for Unemployment Insurance changed from a minimum of 8 weeks of work across Canada, to a new Variable Entrance Requirement (VER) which differentiated between regions of Canada based on the unemployment rate. This new VER required 10 to 14 weeks of work depending on local unemployment rates. This new VER had to be reconfirmed by Parliament periodically according to the Act.

On June 1, 1989, the Honourable Barbara McDougall, Minister of Employment and Immigration, tabled Bill C-21, An Act to Amend the Unemployment Insurance Act. Bill C-21 contained a newly designed Variable Entrance Requirement that required 10 to 20 weeks of work as a minimum to qualify for U.I. depending on regional unemployment rates. This legislation not only renewed the VER but made it permanent, no longer requiring yearly Parliamentary approval. The Government anticipated that this legislation would be passed by Parliament before January 7, 1990, when the 10 to 14 week VER legislation would expire.

Unfortunately, on January 7, 1990, Bill C-21 had not received Royal Assent and the 10 to 14 week VER expired. This meant that all new U.I. claimants required a minimum of 14 weeks of work to qualify for U.I. (regardless of the regional unemployment rate) until November 18, 1990, the date on which Bill C-21 was proclaimed as law.

The study released today to the Standing Committee on Labour, Employment and Immigration, is an analysis of U.I. claims from February 1990, to October 1990.

Specifically, the study shows that during this period the number of U.I. claims established with 14 weeks of work increased by 5 times in 1990 compared to the same period in 1989. As well, during this same period almost 8 times as many claimants in Atlantic Canada qualified for U.I. with 14 weeks in 1990 versus 1989.

The conclusion of the study indicates that there is no foundation to the concerns expressed during the debate on Bill C-21 that the increase in entrance requirements proposed would lead to wholesale increases in welfare loads due to the inability of people to obtain the extra work required by the new VER in Bill C-21.

It also confirms earlier analysis done by Employment and Immigration on the effects of Bill C-21 which indicate that behavioural change of U.I. claimants occurs when entrance requirements to U.I. are altered.

The attached tables show the number of U.I. claims established by number of insured weeks of work, for the provinces and for Canada from February to October 1989 to 1990. Data for July to October 1990 are preliminary.

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For information:

Rita Mezzanotte
Office of the Minister
of Employment and Immigration
(819) 994-2482

Summary Table A

Unemployment Insurance Claims Established with 14 Weeks of Insured Employment. (February-October)

Province	1989	1990	Difference (1990-1989)
Newfoundland	2,450	21,620	19,170
Prince Edward Island	610	4,500	3,890
Nova Scotia	1,070	5,290	4,220
New Brunswick	1,420	12,730	11,310
Quebec	4,040	15,340	11,300
Ontario	890	1,010	120
Manitoba	60	200	140
Saskatchewan	100	130	30
Alberta	510	520	10
British Columbia	1,520	2,690	1,170
Canada	12,670	64,030	51,360

Summary Table B

Unemployment Insurance Claims Established by Weeks of Insured Employment. (February-October)

Canada

Insured Weeks	1989	1990	Change from 1989 Level	(%)
10-20 (14-20)	266,450	241,880	(24,570)	-9.2%
21-25	181,170	249,700	68,530	37.8%
26-30	136,970	127,870	(9,100)	-6.6%
31+	1,009,620	1,124,960	115,340	11.4%
Total	1,594,210	1,744,410	150,200	9.4%

Source: U.I. Administrative Data Files

Summary Table B - 1

Unemployment Insurance Claims Established
by Weeks of Insured Employment.
(February-October)

Newfoundland

Insured Weeks	1989	1990	Change from 1989 Level (%)
10-20 (14-20)	48,420	46,800	(1,620) (0.03)
21-25	8,090	9,520	1,430 0.18
26-30	5,030	4,060	(970) (0.19)
31+	21,320	21,000	(320) (0.02)
Total	82,860	81,380	(1,480) (0.02)

Prince Edward Island

Insured Weeks	1989	1990	Change from 1989 Level (%)
10-20 (14-20)	9,680	9,770	90 0.9%
21-25	1,700	2,170	470 27.6%
26-30	930	720	(210) -22.6%
31+	4,870	4,530	(340) -7.0%
Total	17,180	17,190	10 0.1%

Nova Scotia

Insured Weeks	1989	1990	Change from 1989 Level (%)
10-20 (14-20)	19,240	19,620	380 2.0%
21-25	9,350	12,860	3,510 37.5%
26-30	6,100	5,720	(380) -6.2%
31+	35,940	37,660	1,720 4.8%
Total	70,630	75,860	5,230 7.4%

New Brunswick

Insured Weeks	1989	1990	Change from 1989 Level (%)
10-20 (14-20)	32,230	28,870	(3,360) -10.4%
21-25	7,890	10,720	2,830 35.9%
26-30	5,050	4,520	(530) -10.5%
31+	27,720	30,390	2,670 9.6%
Total	72,890	74,500	1,610 2.2%

Quebec

Insured Weeks	1989	1990	Change from 1989 Level (%)
10-20 (14-20)	85,160	74,170	(10,990) -12.9%
21-25	63,130	87,170	24,040 38.1%
26-30	44,250	41,650	(2,600) -5.9%
31+	285,470	313,090	27,620 9.7%
Total	478,010	516,080	38,070 8.0%

Summary Table B - 2

Unemployment Insurance Claims Established by Weeks of Insured Employment. (February-October)

Ontario

Insured Weeks	1989	1990	Change from 1989 Level (%)
10-20 (14-20)	22,660	25,690	3,030 13.4%
21-25	41,080	60,220	19,140 46.6%
26-30	35,830	35,770	(60) -0.2%
31+	349,060	417,360	68,300 19.6%
Total	448,630	539,040	90,410 20.2%

Manitoba

Insured Weeks	1989	1990	Change from 1989 Level (%)
10-20 (14-20)	3,590	3,310	(280) -7.8%
21-25	5,910	7,700	1,790 30.3%
26-30	3,960	3,820	(140) -3.5%
31+	36,480	36,340	(140) -0.4%
Total	49,940	51,170	1,230 2.5%

Saskatchewan

Insured Weeks	1989	1990	Change from 1989 Level (%)
10-20 (14-20)	3,930	3,340	(590) -15.0%
21-25	5,320	7,220	1,900 35.7%
26-30	3,620	3,410	(210) -5.8%
31+	28,820	29,340	520 1.8%
Total	41,690	43,310	1,620 3.9%

Alberta

Insured Weeks	1989	1990	Change from 1989 Level (%)
10-20 (14-20)	10,940	8,190	(2,750) -25.1%
21-25	14,800	18,660	3,860 26.1%
26-30	12,000	11,100	(900) -7.5%
31+	93,380	94,680	1,300 1.4%
Total	131,120	132,630	1,510 1.2%

British Columbia

Insured Weeks	1989	1990	Change from 1989 Level (%)
10-20 (14-20)	30,600	22,220	(8,380) -27.4%
21-25	23,890	33,480	9,590 40.1%
26-30	20,190	17,100	(3,090) -15.3%
31+	126,400	140,390	13,990 11.1%
Total	201,080	213,190	12,110 6.0%



For release

March 28, 1991

91-09

OTTAWA -- The Canada Employment and Immigration Commission today announced that fee changes for immigration services will come into effect April 1, 1991.

The fees (see attached schedule) will be used to offset the costs of immigration services both in Canada and abroad, and are consistent with government deficit reduction and user fee policies. Approximately \$100 million in immigration fees is expected to be collected during the 1991/92 fiscal year, of which some \$40 million is to be directed to program costs and service improvements.

The fees being charged for immigration services are consistent with those charged by other countries. In most cases, the fees do not completely cover actual processing costs.



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Relevant applications which are postmarked on or before midnight March 31, 1991, will be processed under the existing fee schedule.

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For more information:

Public Affairs: Roger White (819) 994-4624

Cost Recovery Program: David Allison (819) 994-4957
Denis Boulanger (819) 994-4949

IMMIGRATION COST RECOVERY

IMMIGRANT RELATED FEES

FISCAL YEAR
1990-91

FISCAL YEAR
1991-92

Application for Permanent Residence
& Sponsorship Applications
- All classes (except business)
Principal applicant + 1st Dependent
Each additional Dependent under 19
Dependent 19 and over

- Business class
Principal applicant + 1st Dependent
Each additional Dependent under 19
Dependent 19 and over

\$250 per family
\$250 if applying on their own
\$250 if applying on their own

\$350
\$50
\$350

\$500 per family
\$250 if applying on their own
\$250 if applying on their own

\$500
\$50
\$350

Minister's consent/deportation

no fee

\$250/i

Criminal rehabilitation

no fee

\$250/i

Investors assessment

no fee

\$3000/p

Returning resident permit

no fee
no fee

\$75/i
\$150/f

Certification of Record of Landing
(permanent record)

\$25/i
\$50/f

\$25/i
\$50/f

VISITOR RELATED FEES

Visitor visa

no fee
no fee

\$50/i
\$100/f

Visitor extension

\$50/i
\$50/f

\$50/i
\$50/f

Discretionary entry

no fee
no fee

\$75/i
\$150/f

Student authorization

no fee
no fee

\$75/i
\$150/f

Employment authorization

\$75/i
\$150/f/group
(2 to 14 Entertainers)

\$75/i
\$150/f/group
(2 to 14 Entertainers)

Minister's permit

no fee
no fee

\$100/i
\$200/f/group
(2 to 14 Entertainers)

Extension to permit

no fee
no fee

\$100/i
\$200/f

Replacement of Immigration record
(temporary record)

no fee
no fee

\$25/i
\$50/f

OTHER RELATED FEES

Transcript of inquiry

no fee

\$75/t

Callout/overtime
(in Canada)

no fee

\$27/hour
\$100 minimum

i = individual f = family p = proposal t = transcript

RECOUVREMENT DES FRAIS D'IMMIGRATION

ANNÉE FINANCIERE

ANNÉE FINANCIERE



For release

April 16, 1991

91-10

FOR IMMEDIATE RELEASE



Canada-Quebec Training Arrangements

Employment and Immigration Minister Barbara McDougall today released the texts of two letters she had sent to Mr. André Bourbeau, the Quebec Minister of Manpower, Income Security and Professional Skills, concerning future training arrangements between the Governments of Canada and Quebec.

Mrs. McDougall said that these arrangements are identical in substance to those that will apply in all provinces until new agreements are signed. Federal-Provincial/Territorial training agreements expired on March 31, 1989 and were then twice extended annually.

"The federal government decided against a further extension in 1991 because the new generation of agreements currently under negotiation is of a markedly different character than the agreements of the past," Mrs. McDougall said.

Negotiations on new Labour Force Development Agreements with provinces and territories are at an advanced stage and a number of them are expected to be signed by early summer.

In the case of Quebec, negotiations have not taken place because the province believes that all federal training programs and associated funding should be transferred to Quebec.

This proposal was rejected by Mrs. McDougall earlier this year on grounds that the federal government is not prepared to negotiate transfers of responsibility on an item-by-item basis.

"Employment and Immigration Canada and the Quebec Government agreed to put in place interim measures to ensure that citizens and industries in Quebec are not deprived of training and adjustment programs because of the absence of an agreement," the Minister said. "These measures are, however, less comprehensive than would have been the case if a new agreement were in place."

-30-

For information:

Rita Mezzanotte
Minister's Office
(819) 994-2482

Karen Jackson
Stakeholders and
Intergovernmental Affairs
(819) 994-4991

BACKGROUNDER
CANADA-QUEBEC TRAINING ARRANGEMENTS

Federal-provincial training agreements expired on March 31, 1989 and were then twice extended annually. The federal government decided against a further extension in 1991 because the new generation of agreements is markedly different than the somewhat technical agreements of the past. In particular, the new agreements specify obligations to be assumed by both levels of government in meeting Canada's growing requirement for a highly skilled labour force. The agreements will also reduce duplication and establish more complementary roles for federal and provincial governments.

It is expected that agreements will be in place with a number of provinces and territories by early summer.

The following points are contained in the Minister's letter of April 12, 1991, to Mr. Bourbeau.

- The training agreement, which expired on March 31, 1991, will not be extended. Instead, the federal government will arrange for month-to-month purchases of training courses. There will be a 10 per cent reduction in these arrangements for fiscal year 1992/93 for all provinces.
- These arrangements will apply only in respect to the \$139 million per year provided for in the 1986 agreement, less the \$11 million which is a portion of the monies being transferred under the recently concluded Canada-Quebec Immigration Agreement.
- The passage of Bill C-21 in November 1990 provided additional funds for training and related purposes. As in other provinces, an equitable share of these funds will be spent in the province of Quebec in the present and future years. However, in the absence of a new training agreement with the Government of Quebec, none of the additional funds will be subject to intergovernmental management. Instead, the additional funds will be delivered by federal offices in the province or through private sector groups, some of which already manage significant amounts of federal money.

- The Canadian Jobs Strategy agreement has also lapsed. However, it had been rendered obsolete by changes in government programs. In its place, limited, ad hoc arrangements will be made to meet specific needs.
- A third agreement, covering the employability enhancement of social assistance recipients, has been extended through an exchange of letters by officials.

These arrangements are identical in substance to those that will apply in all provinces until new agreements are signed.

The new Canadian Labour Force Development Board, announced in January 1991, is expected to meet for the first time in a matter of weeks. The Board will have broad responsibilities, including the identification of training priorities and other measures to enhance the development of Canada's labour force. The federal government will be guided by the views of the Board with respect to its programs and services and in its relations with all provinces.

Minister McDougall has urged Mr. Bourbeau to reconsider his government's decision not to accept the seat reserved for Quebec on the Board. She also proposed that the Federal government be given a seat on the Conférence permanente sur l'adaptation de la main d'oeuvre created by Mr. Bourbeau, and pointed out that such a step could facilitate the co-ordination of federal and Quebec programs, about which Mr. Bourbeau had expressed concern in recent months.

April 1991



MAR 19 1991

**Correspondence to all Provincial/Territorial Ministers with
Responsibility for Labour Market Matters**

Dear :

The purpose of this letter is to advise you of my intentions with respect to training arrangements scheduled to expire at the end of this month.

I am informed that negotiations on the labour force development agreements are proceeding well in most jurisdictions and that several agreements may be ready for approval by the end of the fiscal year. I am encouraged by this news and extremely pleased with the priority that has been placed on concluding negotiations quickly. Despite the excellent progress being made, I realize that not all new agreements will be signed by the end of the fiscal year and interim arrangements will be required in some jurisdictions.

For the past two years, we have extended working arrangements on a year-to-year basis to ensure continuity and stability. While this practice served us well in the past, I no longer consider it appropriate. I believe we have progressed beyond this point and that a third extension would be counterproductive. Notwithstanding, there is a requirement for interim measures to ensure that training activities are not disrupted and clients are not unduly penalized as a result of on-going negotiations.

It is my intention that we continue to use existing mechanisms to purchase training courses from provinces/territories. Purchases of training will remain at the same level as in 1990-91 and will be based on annual training plans which have been discussed in most jurisdictions. Provinces/territories will be informed on a monthly basis of purchase plans and course purchase notices will continue to be used to refer our clients. I would like to add that in the absence of a federal-provincial/territorial agreement, we intend to spend additional funds resulting from

.../2

the recent changes to the Unemployment Insurance Act through project based activities, third party co-ordinators and the purchase of training, where deemed appropriate, by my regional officials. Further detail on interim measures will be provided by regional officials.

As you are aware, I am anxious to move ahead as quickly as possible to agreements reflecting the Statement of Principles and the tenets of the Labour Force Development Strategy. More specifically, I look forward to implementing those principles calling for the increased involvement of the private sector in labour force development and renewed partnership between our governments reflecting reciprocity and complementarity.

With respect to the \$100-million cut in the Canadian Jobs Strategy budget announced in the federal Budget Speech, I plan to manage this reduction primarily by eliminating research activities and phasing in new initiatives still in the planning stages. We will honour federal-provincial/territorial agreements and the federal government's intentions with respect to programming and associated funding for Aboriginals and social assistance recipients. We will also maintain the funding available to such labour force development initiatives as Human Resource Planning and enhanced Industrial Adjustment Services.

It is significant to note that the overall impact of the reduction on programming will be minimized through the implementation of recent changes to the Unemployment Insurance Act. Although 1991-92 will be a year of transition, we nonetheless will provide increased training and employment assistance to unemployment insurance claimants. We will also provide income support to more fee-payers who either purchase their own training courses or have them bought by another level of government or third party.

Details of budget adjustments at the local and regional levels still require further consideration. Discussions will be held in that regard in the coming weeks between officials of our respective departments.

Thank you for your continued cooperation. I look forward to the conclusion of new agreements in the very near future.

Yours sincerely,

Original Signed by
Barbara McDougall
a signé l'original

Barbara McDougall



TRANSLATION OF ORIGINAL FRENCH
LETTER SENT TO MR. BOURBEAU

APR 12 1991

Mr. André Bourbeau
Minister of Manpower, Income Security
and Professional Skills
Édifrice La Laurentienne
425, St. Amable Street
Quebec, Quebec
G1R 4Z1

Dear Mr. Bourbeau:

This is further to our meeting of March 26, 1991. I wish to confirm the interim measures that we agreed upon, given that the agreements between our departments expired on March 31, 1991.

As I told you, I do not plan to extend the current agreements because they are no longer consistent with the directions that the federal and the provincial governments want to give to their labour market activities, which are promoting partnership with the private sector and developing a training culture. Therefore, we need to put in place new arrangements.

However, as we discussed, given my concern to continue to provide Quebecers with access to the labour adjustment training programs they need, I wish to implement interim measures which cover the Agreements on Institutional Training and the Canadian Jobs Strategy. These interim measures should remain in effect until more formal arrangements can be negotiated and implemented. If these measures are in place for over a year, they will have to reflect the reduction in government-to-government course purchases discussed with the provinces during 1990, namely, a 10% reduction for the 1992-93 fiscal year and a 20% reduction for the 1993-94 fiscal year.

With respect to the Agreement on Institutional Training, as was done in 1986, EIC will continue to purchase institutional training, but will do so according to a course-by-course purchase mechanism in keeping with the annual plan already established by our officials. The Ministère de la Main-d'oeuvre, de la Sécurité du revenu et de la Formation professionnelle will be informed each month of the purchase plans.

.../2

As in the past number of years, Employment and Immigration Canada will make available \$139 million for training in Quebec for the 1991-92 fiscal year. This \$139 million covers direct training purchases, including language training for immigrants, and indirect training purchases. Direct training purchases, totalling approximately \$74 million, will be made using course-purchase notices. In addition, \$11 million will be transferred to Quebec in 1991-92 for language training for immigrants under the Canada-Quebec Accord on Immigration. For indirect training, purchases will be made using specific contracts with each Commission de formation professionnelle. As in 1990-91, \$54 million will be available for this purpose.

With respect to the additional funds to be made available under Bill C-21, in the absence of an intergovernmental agreement based on the May 1990 Statement of Principles, these funds will be administered by regional authorities of EIC in accordance with the priorities they establish. The regional EIC office will use these additional funds for a variety of purposes, including to fund project-based activities and to sign contracts with organizations as it deems appropriate. The federal government will respect the provincial government's responsibility for the educational content and follow-up of the training plans to be supported with these funds.

Concerning the Canadian Jobs Strategy Agreement, it no longer corresponds to the new program and service structure that EIC is about to implement and we understand that it also causes you some problems. I think it would be preferable for our officials to discuss these changes and identify the elements which should be preserved. The measures they agree upon could be confirmed through an exchange of correspondence by our respective senior officials.

There are other areas in which joint efforts by our two governments could benefit the people of Quebec. In the area of literacy training, for example, we are prepared to provide income support for trainees with some links to the labour market for whom the province would assume training costs.

I would add that EIC does not plan, in the short term, to set up new private sector structures in Québec. I would reiterate that, in order to avoid unnecessary overlap and duplication, EIC would be interested in participating in the Conférence permanente sur l'adaptation de la main-d'oeuvre which you set up recently.

With regard to the Employability Enhancement Agreement for Social Assistance Recipients, our Deputy Ministers, in their respective letters of March 8 and March 12, 1991, have already stated their intentions to extend this agreement until a new one is signed, which should take place no later than March 31, 1992. I fully agree with this approach.

As soon as we have received your agreement on these interim measures, regional EIC officials will contact your officials in order to establish implementation procedures and information-sharing to ensure the success of these measures.

I am pleased that we were able to come to this understanding, and I hope that we will be able to continue to cooperate in the coming months.

Yours sincerely,

Original Signed by
BARBARA
à signé l'original

Barbara McDougall



For release

Date April 19, 1991
91-11

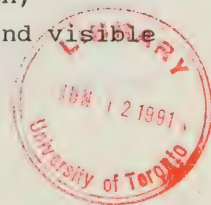
**McDougall announces private sector co-chairs of the
Canadian Labour Force Development Board**

Employment and Immigration Minister Barbara McDougall today announced the names of the co-chairs of the new Canadian Labour Force Development Board.

Mrs. McDougall announced that Gérard Docquier, Canadian National Director, United Steelworkers of America, and J. Laurent Thibault, President of the Canadian Manufacturers' Association, will become the Board's full-time co-chairs.

"Canada is fortunate to have the support of senior and experienced people such as Messrs. Docquier and Thibault in this effort to build a stronger training culture," said Mrs. McDougall.

The Minister will announce shortly the names of the other Board members. The members of the Board have been selected by the organizations they will represent: business, labour, the educational sector, women, Aboriginal people, persons with disabilities and visible minorities.



"These individuals represent the leading edge of a new level of cooperation on the part of all of Canada's economic players in helping build a highly skilled workforce in this country."

This private sector board, announced by Mrs. McDougall in January, will play an important role in major decisions affecting training in Canada.

"The consensus reached by these various groups is an historic one," said Mrs. McDougall. "I congratulate everyone involved in this effort to deal with skills development and, ultimately, the future prosperity of this country."

Mrs. McDougall said she and her officials look forward to working in partnership with the new board on training and human resource issues.

In addition to providing guidance to the Minister of Employment and Immigration on federal programs, the board will serve as a major advocate for training excellence in all sectors -- promoting stronger links between education, training and the work place and new training initiatives in industry.

In 1989, Mrs. McDougall announced the Labour Force Development Strategy (LFDS), a plan to improve the skills of the labour force and to prepare Canadian workers for the changing work environment brought on by technological, economic and demographic change.

Mrs. McDougall then asked the Canadian Labour Market and Productivity Centre (CLMPC) to establish independent, non-governmental task forces to consult on the various proposals in the Strategy. Throughout 1989 seven task forces studied aspects of Canada's labour force, and submitted their recommendations to the Minister early in 1990.

Mrs. McDougall commends the co-chairs of the CLMPC, Shirley Carr and Tom Savage, for their personal contributions and commitment to this important endeavour.

One of the key recommendations was for a new institutional role for business, labour, education and the social action groups in decisions affecting labour market policy and programs. Recommendations for a national training board followed further consultations with all labour market partners on the government's behalf.

"The establishment of the Canadian Labour Force Development Board and today's announcement of the co-chairs for the board represent the government's commitment to forming new partnerships among all of Canada's economic players," Mrs. McDougall concluded.

For information:

Moya Greene
(819) 994-4989
Norine Smith
(819) 994-4111
Strategic Policy and Planning

Rick Perkins
Minister's Office
(819) 994-2482

BACKGROUNDER
CANADIAN LABOUR FORCE DEVELOPMENT BOARD

When the Labour Force Development Strategy (LFDS) was announced in April 1989 the Minister of Employment and Immigration stressed the importance of private sector involvement in training. LFDS envisaged that labour, business, the education community, and social action groups would be positioned to ensure that training is relevant to labour market needs.

Process:

In June 1989, the Minister asked the Canadian Labour Market and Productivity Centre (CLMPC) to organize consultations on LFDS with the private sector. Seven task forces were established and the consolidated report was presented to the Minister in March 1990.

One of the central recommendations arising from the CLMPC consultations was the need for an ongoing role for the private sector in training.

A Phase II Committee made up of four labour and four business representatives was established to design a mechanism through which this role could be exercised. The Phase II Committee recommended the creation of a national training board to oversee and provide guidance and direction on training policies and programs. The creation of similar boards at the regional and sub-regional levels was also proposed.

The Report of the Phase II Committee represents an important achievement on the part of labour and business and reflects the degree of consensus that exists on the importance of good training for our prosperity.

In order to ensure this consensus was shared by all labour market partners (business, labour, education, and social action groups), further widespread consultations were held on the proposal of the Phase II committee. Further consultations with business and labour were coordinated by the CLMPC.

Consultations with groups representing women, the disabled, visible minorities, and the education community were coordinated by the Canadian Congress for Learning Opportunities for Women, the Coalition of Provincial Organizations of the Handicapped, the Canadian Ethnocultural Council, and the Association of Canadian Community Colleges, respectively. Consultations with Aboriginal people were carried out through the parallel Aboriginal Employment and Training Strategy, "Pathways to Success."

Based on the widespread consensus that emerged from these consultations, the Minister of Employment and Immigration announced the creation of the Canadian Labour Force Development Board on January 14, 1991.

Mandate:

The mandate of the Canadian Labour Force Development Board is based on the principles and guidelines set out in the Phase II Report, and provides that the Board will oversee and provide guidance and direction on all national training policies and programs. The Board's mandate is far-reaching. In particular, it will have a lead role in the following areas:

- the establishment of the annual expenditure plan for the Developmental Uses of the UI Account;
- the mobilization of private sector efforts to modernize and put in place standards of skills for certification of occupational competence; and
- the development of a training culture.

The Canadian Labour Force Development Board will function with maximum independence. It will set its own agenda and will determine its own priorities. The Board will be supported by a secretariat and research staff. Much of the work of the Board will be carried out by a number of subcommittees which will deal with issues such as apprenticeship, training programs for social assistance recipients, and specific sectoral concerns.

Composition:

The 22 Board members have been selected by the various constituent groups represented on the Board - eight members from business, eight from labour, two from education and training, and one from each of the four equity groups representing women, persons with disabilities, visible minorities, and Aboriginal people. The seniority of the individuals nominated to represent the four interests on the Board reflects the strong consensus that exists on the importance of training and more collaborative approaches to training. With these 22 members as participants, the important work of the Board will be guided by a broad range of experience and expertise.

In addition, federal and provincial governments will have ex officio status on the Board. Representation from the federal government will be the Deputy Minister of Employment and Immigration. Provinces will have five representatives drawn from the five regions of Canada: British Columbia, the Prairies, Ontario, Quebec, and the Atlantic region. The Commissioner for Employers and the Commissioner for Workers will also serve on the Board.

April 1991

BACKGROUNDER
CO-CHAIRS OF THE CANADIAN LABOUR FORCE DEVELOPMENT BOARD

J. Laurent Thibault

President

Canadian Manufacturers' Association

Laurent Thibault has headed up, for the past six years, the Canadian Manufacturers' Association, one of Canada's oldest and strongest industrial associations. An economist by background, he has been with the CMA since 1972. Previously he was with the firm of Kates Peat Marwick & Company. He is a member of a number of national organizations including the Canadian Labour Market and Productivity Centre (CLMPC).

Gérard Docquier

National Director

United Steelworkers of America

Gérard Docquier has over 35 years experience in the labour movement at local, national and international levels. He has a long history of commitment to building labour/business consensus. He was a founding member of the CLMPC and in 1984, with Stelco President John Allen, spearheaded the formation of the Canadian Steel Trades and Employment Congress. He was Co-chair of the CLMPC Task Force on Unemployment Insurance, and was a member of the Phase II Committee.

April 1991

Minister of Employment
and Immigration



Ministre de l'Emploi
et de l'Immigration

Government
Publications

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For release

te May 7, 1991
91-13

FOR IMMEDIATE RELEASE



**Co-chairs of the Canadian Labour Force Development
Board announce fellow private sector members**

J. Laurent Thibault and Gérard Docquier, Co-Chairs of the newly formed Canadian Labour Force Development Board, today announced the names of their fellow board members who will represent the interests of labour, business, social action groups and training organizations on the Board.

Mr. Thibault, President of the Canadian Manufacturers' Association, and Mr. Docquier, National Director of the United Steelworkers of America, congratulated the Board members and new Employment and Immigration Minister Bernard Valcourt on their involvement with this historic national initiative to upgrade Canada's workforce.

The 22-member Board is composed of the following representatives:

From business

Mr. J. Laurent Thibault, Canadian Manufacturers' Association
Ms. Anne Stewart, Cara Operations
Mr. J.T. (Jake) Thygesen, Fuller & Knowles Co. Ltd.
Mr. Thomas R. Hall, Stora Forest Industries Inc.
Mr. Jim Bennett, Canadian Federation of Independent Businesses
Mr. Robert V. Wilds, B.C. Maritime Employers Association
Mr. John Keenan, Falconbridge Limited
Mrs. Jean Bernard, Bell Canada

From labour

Mr. Gérard Docquier, United Steelworkers of America
Mr. Fred Pomeroy, Communications and Electrical Workers of Canada
Mr. James A. McCambly, Canadian Federation of Labour
Ms. Nancy Riche, Canadian Labour Congress (CLC)
Mr. Les Holloway, Marine Workers' Federation
Mr. Basil Hargrove, Canadian Auto Workers
Ms. Susan Giampietri, Public Service Alliance of Canada
Ms. Diane Wood, B.C. Government Employees Union and CLC

From education and training

Ms. Susan Harbin, Young Men's Christian Association (YMCA)
Mr. Thomas Blacklock, Universalis

From women's groups

Ms. Marcy Cohen, Independent Consultant

From the Aboriginal community

Mr. Roy Mussell, Sto:Lo Tribal Council

From the disabled community

Ms. Sandra Carpenter, Independent Consultant

From visible minorities

Mr. Navin Parekh, Consultant, Trainer and Researcher

"This impressive selection of people represents a wealth of expertise from the private sector and a strong commitment to working with the different levels of government to make sure Canada builds a highly skilled, flexible workforce," said Gérard Docquier.

This private sector driven board will ensure that the non-governmental sector plays a much more active role in major decisions affecting skills training in Canada.

The federal and provincial governments have ex officio status on the Board. Employment and Immigration Canada's Deputy Minister will represent the federal government and that department's Commissioner for Employers and Commissioner for Workers will also serve on the Board. There are five seats for provincial representation.

"Everyone involved in this effort is a partner in a whole new level of cooperation among all of Canada's economic players and the federal government," said Mr. Thibault. "Our understanding of the human resource issues is a major step toward instilling a training culture in Canada."

In addition to providing guidance to the Minister on federal employment programs, the Board will serve as a major advocate for training excellence in all sectors -- promoting stronger links among education, training and the workplace and new training initiatives in industry.

"This Board represents an inspiring example of how labour, industry, special interest groups and different levels of government when committed to finding solutions, can work together to deal with skills development and, ultimately, a key aspect of the future prosperity of this country," said Mr. Thibault.

"Having identified the great need for more effective training and human resource planning, we can now get down to the business of finding the best ways to go about this task," said Mr. Docquier.

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For information:

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Moya Greene
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Norine Smith
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Strategic Policy and Planning
Employment and Immigration Canada

BACKGROUNDER
CANADIAN LABOUR FORCE DEVELOPMENT BOARD

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One of the central recommendations arising from the CLMPC consultations was the need for an ongoing role for the private sector in training.

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The Report of the Phase II Committee represents an important achievement on the part of labour and business and reflects the degree of consensus that exists on the importance of good training for our prosperity.

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- 30 -

April 1991

MEMBERS OF THE CANADIAN LABOUR FORCE DEVELOPMENT BOARD

NOMINATIONS FROM ORGANIZATIONS REPRESENTING BUSINESS

J. Laurent Thibault (Co-Chair of the Board)
President
Canadian Manufacturers' Association (CMA)

Laurent Thibault has headed up, for the past six years, the Canadian Manufacturers' Association, one of Canada's oldest and strongest industrial associations. An economist by background, he has been with the CMA since 1972. Previously he was with the firm of Kates Peat Marwick & Company. He is a member of a number of national organizations including the Canadian Labour Market and Productivity Centre (CLMPC).

Anne Stewart
Director, Human Resource Development and Corporate Training
Cara Operations

Anne Stewart has had 23 years experience as a human resource specialist in service industries including travel, hotels, restaurants and independent consulting. She has worked with companies ranging from independent operators with six employees to multi-divisional companies of 25,000 employees and is a strong supporter of training and development for all levels of employees.

J.T. (Jake) Thygesen
Chairman
Fuller & Knowles Co. Ltd.

Active in construction association work for most of his adult life, Jake Thygesen is Chairman of the Board of Directors of the Canadian Construction Association. He has also played an important role in several organizations which focus on the importance of developing skilled tradespeople, such as the Alberta Apprenticeship Board, of which he is a member. He was a member of the CLMPC Task Force on Apprenticeship.

Thomas R. Hall
President
Stora Forest Industries Inc.

Thomas Hall is a Chief Executive Officer with extensive experience in human resource development and operations. He has been a key advisor to the Board of the Canadian Pulp and Paper Association on these issues for many years. His experience in the pulp and paper industry has included management roles at the Quebec and Ontario Paper Company, Domtar Fine Papers, Abitibi-Price, and since 1985, Stora Forest Industries in Port Hawkesbury, Nova Scotia.

NOMINATIONS FROM ORGANIZATIONS REPRESENTING BUSINESS (Cont'd)

Jim Bennett

Vice-President and General Manager
Canadian Federation of Independent Businesses (CFIB)

Jim Bennett is 47 years old and a resident of Hamilton, Ontario. Jim has 22 years experience in business and government relations both in government and the private sector. A founding member of the Ontario Training Corporation, Jim is CFIB's spokesperson on education and training issues.

John Keenan

Vice-President, Human Resources
Falconbridge Limited

John Keenan has more than 25 years experience in operations and corporate human resources with a number of high profile Canadian companies including the Noranda Group and Canada Packers. He has acted as Vice-chairman of the Employer/Employee Relations Committee of the Canadian Chamber of Commerce and was recently appointed Chair of the Chamber's Human Resources Committee.

Jean Bernard

Vice-President of Personnel
Bell Canada

Jean Bernard has held a wide variety of increasingly responsible positions with Bell Canada in Montreal and Ottawa for the past 30 years, leading up to her current appointment in 1985. She is involved with a number of community and professional organizations such as the Council of Human Resource Executives of the Conference Board of Canada, the Centre international de recherches et d'études en management and the Niagara Institute. In 1990, Mrs. Bernard received an award from the Association of Human Resource Professionals in Quebec for her contribution to the advancement of human resources in that province.

Robert V. Wilds

President and Chief Executive Officer
B.C. Maritime Employers Association

Robert Wilds has been with the B.C. Maritime Employers Association since 1986. Formerly, he was Manager of the Labour Relations Department of the Greater Vancouver Regional District. From 1981-1984, he was Senior Vice-President of the Canadian Labour Relations Association (CLRA). Prior to joining CLRA, he worked 15 years with Allied Chemical Corporation, Automotive Products Division.

NOMINATIONS FROM ORGANIZATIONS REPRESENTING LABOUR

G rard Docquier (Co-Chair of the Board)
National Director
United Steelworkers of America

G rard Docquier has over 35 years experience in the labour movement at local, national and international levels. He has a long history of commitment to building labour/business consensus. He was a founding member of the Canadian Labour Market and Productivity Centre (CLMPC) and in 1984, with Stelco President John Allen, spearheaded the formation of the Canadian Steel Trades and Employment Congress. He was Co-Chair of the CLMPC Task Force on Unemployment Insurance and was a member of the Phase II Committee.

Fred Pomeroy
President
Communications and Electrical Workers of Canada (CWC)

Fred Pomeroy brings over 30 years experience in the communications-related unions, and is currently President of Canada's leading union in telecommunications, electronic and electrical manufacturing industries. He has extensive experience with the national and Saskatchewan labour movements. Mr. Pomeroy is on several boards including the CLMPC, National Advisory Board on Science and Technology, and he was a member of the Ontario Premier's Council.

James A. McCambly
President
Canadian Federation of Labour

James McCambly is the founding President of the Canadian Federation of Labour, a national organization which represents over 225,000 members across Canada. He has over 35 years experience in the trade union movement. Mr. McCambly has served on a number of national organizations and committees including the Canadian Employment and Immigration Advisory Council and the Construction Industry Development Council. He is a member of the Canadian Labour Market and Productivity Centre (CLMPC), and he was a Co-Chair of the CLMPC Task Force on Apprenticeship and of the Phase II Committee.

NOMINATIONS FROM ORGANIZATIONS REPRESENTING LABOUR (Cont'd)

Nancy Riche

Executive Vice-President
Canadian Labour Congress (CLC)

Nancy Riche is the CLC officer in charge of Political Action, Special Projects, Research and Legislation, the Women's Bureau and the Labour College. She is also one of two labour vice-presidents of the federal NDP. She has a long history with Newfoundland Federation of Labour and National Union of Provincial Government Employees. She was Labour Co-Chair of the Phase II Committee and a member of the CLMPC Older Workers Task Force.

Les Holloway

President
Marine Workers' Federation

Mr. Holloway has been active in the labour movement for the past 15 years in various positions with the Marine Workers' Federation. He is also active as member of Nova Scotia Federation of Labour's Political Action Committee, and the CLC's Council of Maritime Unions.

Basil (Buzz) Hargrove

Assistant to the President
Canadian Auto Workers (CAW)

Mr. Hargrove brings a long history of involvement in the Auto Workers and currently serves as liaison between staff and local unions from Toronto west to British Columbia, dealing with locals that represent members from companies including Ford, Chrysler, and Air Canada. In addition, he has a key role in international affairs for the CAW.

Susan Giampietri

2nd Vice-President
Public Service Alliance of Canada

Susan Giampietri has been active for over 18 years in the labour movement at both the provincial and national levels. Re-elected to her present position in 1988, she is now responsible for her union's organizing, educating and regional servicing functions.

NOMINATIONS FROM ORGANIZATIONS REPRESENTING LABOUR (Cont'd)

Diane Wood

Secretary-Treasurer

British Columbia Government Employees Union (BCGEU)

Vice-President

B.C. Federation of Labour

Diane Wood is full-time Secretary-Treasurer of the B.C. Government Employees Union, and is Vice-President-at-Large of the CLC. Since 1974, she has held various elected positions within the BCGEU, she currently sits on the National Union of Provincial Government Employees' National Executive Board, and is a Vice-President of the B.C. Federation of Labour. She has been a strong proponent of women's concerns within the labour movement.

NOMINATION FROM ORGANIZATIONS REPRESENTING WOMEN

Marcy Cohen

Independent Consultant

Marcy Cohen is an instructor and researcher whose academic and research expertise is in the area of technological change, economic re-adjustment, labour force development, and training and employment policies. She has served on a number of voluntary boards and committees of social service and issue-oriented women's organizations at the local and national level. She was a member of the CLMPC Task Force on Social Assistance Recipients.

NOMINATION FROM ORGANIZATIONS REPRESENTING VISIBLE MINORITIES

Navin Parekh

Consultant, Trainer and Researcher

Navin Parekh is a professional trainer, consultant and socio-economic researcher in Ottawa. He has been involved in multicultural, race relations, and immigration issues for over 20 years at local and national levels. He was a founding member and served in various positions, including President, of the Canadian Ethnocultural Council. Recently, Mr. Parekh was named a Member of the Order of Canada.

NOMINATION FROM ORGANIZATIONS REPRESENTING THE DISABLED COMMUNITY

Sandra Carpenter
Independent Consultant

Ms. Carpenter has had extensive experience in the training and employment fields. She was Executive Director of the Centre for Independent Living in Toronto from 1984-89, and most recently was Manager of the Ministry of Ontario's Centre for Disability and Work. She is highly respected in the disabled community and is dedicated to the advancement of persons with disabilities.

NOMINATION FROM ORGANIZATIONS REPRESENTING ABORIGINAL PEOPLE

Roy Mussell
Economic Development Manager
Sto:Lo Tribal Council

Roy Mussell has had extensive experience in economic development and employment and training issues for the Sto:Lo Tribal Council, Sardis, B.C. He is a member of the National Aboriginal Management Board.

NOMINATIONS FROM ORGANIZATIONS REPRESENTING THE EDUCATION AND TRAINING SECTOR

Susan Harbin
Director and Employment Counsellor
Youth Employment Service
Young Men's Christian Association (YMCA)

Susan Harbin has had extensive experience in education and training. She has worked for the Newfoundland Career Academy, the Newfoundland Ministry of Education and the YMCA. She has a wide range of expertise with youth and adult learners, and in institutional and work-based settings. She currently works in the Hamilton/Burlington area.

Thomas Blacklock
Partner
Universalis
Montreal

Thomas Blacklock has over 35 years of experience in technical/vocational education, strategic planning and management, policy development, evaluation and report writing. He has published several education-related papers, and has expertise in institutional and community-based education and training. He has worked with school boards in Quebec and New Brunswick and with McGill University.

May 1991



CAJ
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For release

May 15, 1991

91-14

New occupations lists for prospective immigrants

OTTAWA - Employment and Immigration Minister Bernard Valcourt today announced two new occupations lists for assessing applicants wishing to immigrate to Canada: the designated occupations list and the general occupations list. The Minister also announced additional points for applicants with approved job offers.

The "designated list" catalogues occupations that are in short supply in specific provinces. The "general list" details occupations that are, on a national basis, capable of absorbing newcomers.

"These occupations lists are important tools to manage immigration levels effectively," said Mr. Valcourt. "By accepting people who can quickly become gainfully employed, we are ensuring their integration into Canadian social and economic life. We are also helping the communities where they settle".



The general occupations list contains some 112 broad occupational groups, covering about 900 eligible occupations. This list, previously known as the open occupations list, was temporarily closed on January 30, 1991.

Applicants with approved offers of employment receive 10 points to this effect. They will now receive an additional 10 points under the occupational factor. Furthermore, by showing their willingness to settle in the province where their skills are required, those qualifying under the designated occupations list, will also receive 20 points.

The designated occupations list was established after careful consultation with the provinces and the private sector. It will be monitored closely by immigration officials and, when a shortage is filled, the occupation will be removed from the designated list. "Through the designated occupations list", said the Minister, "we are helping the provinces realize their immigration objectives".

Visa offices will start today to process applications under the independent immigrant category using these two lists and awarding additional points for approved job offers.

This initiative was part of the Immigration Plan for 1991-95 announced last October after extensive consultations across the country. The new measures will help manage the flow of immigrants, make the program more responsive to provincial needs and improve service to employers.

For information:

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Minister's Office
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Linda Larocque
Public Affairs
(Immigration)
(819) 953-5118

Meyer Burstein
Strategic Planning and
Research
(819) 994-6346

Les bureaux des visas commenceront aujourd'hui à traiter les demandes présentées par les immigrants indépendants en utilisant ces deux listes et en attribuant des points supplémentaires pour les offres d'emploi approuvées.

Cette initiative a été prise dans le cadre du plan d'immigration pour 1991-1995 annoncé en octobre dernier par suite de vastes consultations menées dans tout le pays. Les nouvelles mesures contribueront à régler les mouvements migratoires, à mieux répondre aux besoins des provinces et à améliorer le service aux employeurs.

Renseignements :

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Cabinet du Ministre
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Meyer Burstein
Planification
stratégique et Recherche
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Linda Larocque
Affaires publiques
(Immigration)
(819) 953-5118

« Ces listes de professions sont des outils qui facilitent la gestion des niveaux d'immigration, a souligné M. Valcourt. En admettant des personnes qui favorisent leur intégration à la vie sociale et économique et aidons par le fait même les collectivités où elles s'établissent. »

La liste générale des professions comprend 112 grands groupes de professions englobant quelque 900 professions. Cette liste, précédemment désignée sous le nom de liste des professions ouvertes, a temporairement été fermée le 30 janvier 1991.

Les requérants ayant une offre d'emploi approuvée reçoivent 10 points. On leur attribuera maintenant 10 points supplémentaires pour la profession. De plus, en montrant qu'ils sont disposés à s'établir dans la province où leurs compétences sont en demande, les requérants qui peuvent exercer une profession figurant dans la liste des professions désignées recevront également 20 points.

La liste des professions désignées a été établie à l'issue de consultations poussées auprès des provinces et du secteur privé. Elle sera examinée de près par les autorités de l'immigration et, lorsqu'une pénurie sera comblée, la profession en question sera supprimée. « La liste des professions désignées, a précisé le Ministre, contribue à aider les provinces à atteindre leurs objectifs en matière d'immigration. »



Pour publication

Le 15 mai 1991
91-14

**Nouvelles listes des professions pour les immigrants
éventuels**

M. Bernard Valcourt, ministre de l'Emploi et de
l'Immigration, a présenté aujourd'hui deux nouvelles
listes des professions servant à évaluer les requérants
désireux d'immigrer au Canada, soit la liste des
professions désignées et la liste générale des
professions. Le Ministre a également annoncé que des
points supplémentaires seront attribués aux requérants
ayant une offre d'emploi approuvée.

La liste des professions désignées énumère
les professions pour lesquelles il y a une pénurie de
main-d'oeuvre dans certaines provinces. Quant à la
liste générale, elle indique les professions que
peuvent occuper les nouveaux arrivants dans l'ensemble
du pays.

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Minister of Employment
and Immigration



Ministre de l'Emploi
et de l'Immigration

For release

Date

June 14, 1991
91-16

FOR IMMEDIATE RELEASE

Human Resource Study of the Canadian Mining Industry

A major government-industry study on human resources in the mining industry has been announced by Employment and Immigration Minister Bernard Valcourt.

"This study will assess the nature and extent of the industry's human resource requirements and the factors affecting those requirements," said Mr. Valcourt. "I am pleased to see industry support for such a pragmatic and collaborative approach aimed at developing a strategy for an industry facing human resource challenges and committed to remain a world leader in its field."



"The partnership approach to ensuring that the industry will have the skilled labour it needs is the wave of the future. Employment and Immigration Canada is pleased to be able to assist the efforts of business and labour in this, so soon after the creation of the Canadian Labour Force Development Board," Mr. Valcourt said.

An initiative on mining trades training in June 1990 by John MacDougall, Parliamentary Secretary to the Minister of Energy, Mines and Resources, provided the early momentum that resulted in a joint request from the Mining Association of Canada, the United Steelworkers of America and the Canadian Institute of Mining, Metallurgy and Petroleum to have such a study undertaken by Employment and Immigration Canada (EIC).

By means of a comprehensive analysis of critical industry concerns, the ten-month joint diagnostic review will focus on a thorough assessment of human resources in the mining industry and provide insights into possible courses of action.

The work will be guided by a steering committee co-chaired by EIC's Commissioners (Employers and Workers). Business and labour representatives, educational institutions and both levels of government will participate. A preliminary study report is expected in early 1992.

"This initiative from the mining industry is a significant step towards developing a coordinated approach to the human resource situation that could lay

the groundwork for any needed cooperative remedial action," Valcourt said.

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Minister of Employment
and Immigration



Ministre de l'Emploi
et de l'Immigration

Government
Publications

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June 20, 1991

91-17

Minister Bernard Valcourt meets Mr. Dessalegn Chefeke

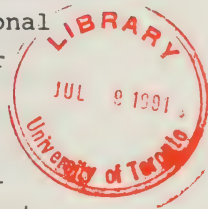
Employment and Immigration Minister Bernard Valcourt today met with the representative in Canada for the United Nations High Commissioner for Refugees (UNHCR), Mr. Dessalegn Chefeke, to discuss Canada's role in helping to resolve the world's refugee problem.

"Canada's contribution goes far beyond selecting refugees abroad for resettlement in Canada," said the Minister. "We also fulfil our international obligations by helping to fund the UNHCR and other organizations assisting refugees."

"We intend to maintain our international responsibilities and explore with the UNHCR the most appropriate way that Canada can respond to the changing refugee environment."

Canada co-operates with the United Nations High Commissioner for Refugees in selecting refugees abroad. Refugees are selected on the basis of their need for protection and their potential for becoming self-sufficient Canadian residents.

.../2



The target for government-assisted refugees for 1991 was set at 13,000, including a contingency reserve of 3,000.

Because of changes to the international environment, the number of refugees referred for resettlement in Canada during the first five months of this year has not met our expectations.

"As a consequence," said Minister Valcourt, "I am directing an immediate shift of 2,000 places from the Refugee Class to the Family Class. These will be used to re-unite families of refugees already settled in Canada."

Canada places no limit on the numbers of refugees and members of designated classes who can be sponsored by private groups. Approximately 23,500 privately sponsored refugees are expected to be processed for Canadian settlement during 1991.

For information:

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For release

June 25, 1991

91-18

FOR IMMEDIATE RELEASE

EDMUNSTON, NB - A joint agreement to launch a co-ordinated response to the challenges facing employed and unemployed New Brunswick workers was announced today by federal and provincial ministers.

Premier Frank McKenna, Minister of Employment and Immigration Bernard Valcourt, and Labour Minister Mike McKee signed a three-year Labour Force Development Agreement, the first such agreement to be reached between the federal government and a province.

Advanced Education and Training Minister Dr. Russ King and Intergovernmental Affairs Minister Aldea Landry participated in the signing ceremony.



The agreement allows the two governments to work in partnership with the private sector to plan and coordinate labour market programs. It takes aim at the problems of adult illiteracy, skills training, seasonal employment, and the need for many workers to upgrade their education and training. The agreement also highlights the need to better coordinate government training programs with the actual needs of business and industry.

"Our priority is to have complementary measures in New Brunswick to meet the demanding requirements for skills training and upgrading in the 1990s and beyond," said Minister Valcourt.

"I am especially pleased we were able to announce Canada's first Labour Force Agreement here in New Brunswick," said McKenna. "The partnership we are establishing between both orders of government and the private sector will greatly assist New Brunswick to prepare for, find and keep dignified, rewarding jobs.

McKee noted, "This agreement goes beyond the nuts and bolts of community college courses and apprenticeship training - as vital as they are - and gets at some wider problems that have been holding back some New Brunswickers, such as illiteracy or the challenges of seasonal unemployment."

"This agreement provides skills training, apprenticeship programs, adult literacy and basic

education, co-operative education for New Brunswick residents, language training for immigrants, and human resource planning incentives for employers and businesses," said Bernard Valcourt.

The agreement also provides for labour market information sharing between governments and fair access by New Brunswick training institutions to act as delivery agents for federally-funded training programs.

The \$79.8 million under the first year of the agreement represents part of the \$129 million commitment the federal government will make for labour force development in New Brunswick. The province will spend \$62.1 million for the same period under this reciprocal agreement, as part of their \$97.5 million commitment to the development of New Brunswick's labour force.

Coincidental to the agreement, changes in the federal Unemployment Insurance Act will allow U.I. recipients to enrol in training programs without losing their benefits.

All signing ministers stressed the importance of private sector involvement and measures will be undertaken to stimulate private sector investment in training their own workers.

"The agreement recognizes that private sector employers should be primarily responsible for the

upgrading and training of their workers while government's efforts will be directed primarily toward the unemployed," said Valcourt.

"It focuses on the needs for employers and workers by helping address the challenges in single-industry communities, in our resource-based rural areas and in our manufacturing and service-oriented urban areas," said McKee. "This agreement has the potential to touch the lives of more New Brunswickers than any other Canada-New Brunswick labour force initiative."

The agreement replaces a former Canada-New Brunswick training agreement.

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BACKGROUNDER

Labour Force Development Agreement - Canada/New Brunswick

This agreement is unlike any other agreement previously signed between Canada and New Brunswick and is the first of its kind to be signed in Canada.

It replaces earlier federal-provincial initiatives which focused strictly on training and addresses such other labour force development issues in New Brunswick as seasonal unemployment, adult illiteracy and the division of worker upgrading responsibilities between governments and the private sector.

Today's agreement is firmly rooted in the principles agreed upon at a special 1990 series of multilateral negotiations among the federal, provincial and territorial governments. However, extensive, wide-ranging negotiations between the two governments resulted in an agreement specially designed to meet New Brunswick's labour force needs.

The agreement's uniqueness is based not solely upon the province's individual challenges but also upon existing, effective labour force development tools. These existing tools include a Canada-New Brunswick Youth Strategy, a Canada-New Brunswick agreement on Social Assistance Recipients, community college system and flexible development programs.

The objectives set out under the agreement commit Canada and New Brunswick to plan, coordinate and assess federal and provincial labour force development programs.

Integral to the agreement is a commitment by both orders of government to directly involve workers and employers in setting labour force development priorities in New Brunswick and in responding to them.

Also key are provisions which charge the private sector with the primary responsibility for upgrading and training working New Brunswickers and the federal and provincial governments with primary responsibility for unemployed New Brunswickers.

The agreement also commits the two governments to:

- cooperate more in providing employment counselling to individuals;

- expand and constantly update apprenticeship and other skills training and make it more accessible to target groups;
- enhance support to adult illiteracy and high school equivalency programs;
- promote cooperative education;
- encourage broad-based and effective human resource planning by the private sector;
- share information relating to labour force development programs and policies; and
- work together to provide language training for immigrants.

Financial Arrangements

Under the agreement, the two governments will commit to more than \$140 million in the 1991/92 fiscal year for labour force development initiatives;

Canada: \$79,851,000
New Brunswick: \$62,078,872*

*The agreement recognizes that a portion of this provincial amount may flow from Canada to New Brunswick through other federal-provincial arrangements.

The amounts to be earmarked by each government for the following two years of the agreement will be negotiated.

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-R21

Minister of Employment
and Immigration



Ministre de l'Emploi
et de l'Immigration

For release

July 25, 1991

91-21

FOR IMMEDIATE RELEASE



Anyone wanting to establish new careers or change existing ones can gain insight into promising occupations for the '90s through the third edition of **Job Futures**, a two-volume guide designed to assist people in making career decisions.

Release of the new edition, published for the first time in co-operation with Nelson Canada, was made today by Bernard Valcourt, Minister of Employment and Immigration.

"This is an up-to-date version of what has proven to be a highly successful publication," said Mr. Valcourt. "It is a useful guide not only for young people, but for women re-entering the labour market, or anyone contemplating a career change."

Mr. Valcourt added, "With so many options available today, choosing a career can be difficult. **Job Futures** can be a useful resource in making that decision."

Mr. Alan Cobham, President of Nelson Canada commented, "We welcome the opportunity to once again combine our publishing/marketing expertise with the broader mandate of the public sector. Our partnership with Employment and Immigration Canada will result in optimum benefits to the Canadian public and the book publishing industry".

Job Futures is designed for use by guidance counsellors and other professionals, as well as by individuals choosing a career. It helps them answer many job searchers' questions by analysing the employment prospects for some 200 occupations over the next five years, and by recounting the employment experiences of recent graduates in more than 180 areas of study.

Volume I, entitled **Occupational Outlooks**, centres on emerging employment trends. It describes the number of prospective job openings in each occupation, the earning potential, as well as the duties involved and the educational background required.

Volume I clearly indicates that prospects are best in the highly skilled occupations such as sciences, engineering, health care and trades.

As well, the impact of technology means that people will require increasing education and skills training to fill the jobs that are emerging over the next five years.

Volume II, entitled **Experience of Recent Graduates**, informs the reader about the prerequisites required for various occupations, as well as the courses of study to take and where they are available.

Volume II also describes the personal experiences of recent graduates in the labour market. It chronicles the success and/or difficulty of their job search, describes their employment experiences, and offers their assessment of their chosen career paths.

"This volume can help reduce the doubts and uncertainties people may have about a career option they may wish to pursue," Mr. Valcourt said.

The information contained in **Job Futures** was provided through Employment and Immigration Canada's Canadian Occupational Projection System (COPS). COPS uses data from many sources, including business, labour, and training institutions to monitor labour market conditions and trends, and then to estimate which skills are in demand.

"The thoroughness of **Job Futures** is a direct result of our consultations with our economic partners," Mr. Valcourt added. "Our colleagues in industry, labour, provincial governments and education have helped to make these projections as sound as possible.

The 1990-91 edition of **Job Futures** can be purchased for \$19.95 and is available from NELSON CANADA, 1120 Birchmount Road, Scarborough, Ontario, M1K 5G4, telephone (416) 752-9100, or fax (416) 752-9646.

- 30 -

For information:

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(819) 997-2245

Lynn Fisher
Manager
Measurement and Guidance Division
Nelson Canada
(416) 752-9100, Ext. 373



For release

Date

August 16, 1991
91-22

FOR IMMEDIATE RELEASE



TORONTO - Employment and Immigration Canada announced today that, effective immediately, persons sponsored under the Self-Exiled Persons Designated Class Regulations who have remained in Canada as visitors since August 31, 1990, will be allowed to apply for employment authorizations.

In making the announcement on behalf of Employment and Immigration Minister the Hon. Bernard Valcourt, Lakeshore-Etobicoke MP Patrick Boyer said: "Today's regulation change allows this defined group of people to begin integrating into Canadian society as they get job offers."

He noted that the Government had already made a commitment to consider applications for landing from members of this Designated Class when the Self-Exile category was cancelled on August 31, 1990.

"By allowing Self-Exiles already in Canada as visitors to work, we are limiting the financial demand which might otherwise be placed on the social welfare system, as well as hastening the integration of the persons concerned," Mr. Boyer said.

"Regional Employment and Immigration Canada officials will continue to work closely with community groups involved in the integration of Self-Exiles to ensure that the good working rapport is maintained," Mr. Boyer added.

Some 8,000 Eastern Europeans are in Canada, mostly Poles residing in Toronto, awaiting completion of processing under the Self-Exile category. The category was phased out of the Immigration regulations last year because of the new freedoms sweeping Eastern Europe.

As visitors in Canada awaiting final processing as Self-Exiles sponsored by community organizations, members of this group have not been given permission to work.

Under the new regulation, only visitors who entered Canada on or before August 31, 1990, who have not left Canada for more than seven consecutive days since that date, and who are awaiting the determination of their applications made pursuant to Section 5 of the Self-Exiled Persons Designated Class Regulations, will be allowed to seek employment authorizations. Today's

change does not apply to other Self-Exiles awaiting processing outside Canada. Some 20,000 others are having their cases completed in the U.S. and Europe.

Regional officials of Employment and Immigration Canada will meet shortly with sponsoring community groups to assist the eligible Self-Exiles in applying for employment authorizations.

For Further Information:

Toronto

Milt Best, Public Affairs (416) 224-4515

Ottawa/Hull

Brian Grant, Visitor Policy (819) 953-7720

Roger White, Public Affairs (819) 994-4624

Ces personnes, qui ont présenté une demande à titre d'exilés volontaires parrainés par des organismes communautaires, avaient le statut de visiteur au Canada et n'étaient donc pas autorisées à travailler.

En vertu des nouvelles dispositions réglementaires, seuls les visiteurs arrivés au Canada avant le 31 août 1990 ou à cette date, qui n'ont pas quitté le Canada plus de sept jours consécutifs depuis cette date et qui attendent le règlement de leur demande présentée en vertu de l'article 5 du Règlement sur la catégorie désignée d'exilés volontaires, seront autorisés à demander un permis de travail. Les nouvelles dispositions qui entrent en vigueur aujourd'hui ne s'appliquent pas aux autres exilés volontaires qui attendent, à l'étranger, le règlement de leur demande. Près de 20 000 demandes d'exilés volontaires sont traitées actuellement aux États-Unis et en Europe.

Les agents régionaux d'Emploi et Immigration Canada rencontreront prochainement les groupes communautaires répondants pour aider les exilés volontaires visés par les nouvelles dispositions à demander un permis de travail.

- 30 -

Renseignements :

Toronto
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Ottawa-Hull
Brian Grant, Politique relative aux visiteurs (819) 953-7720
Roger White, Affaires publiques (819) 994-4624

Il a également rappelé que le gouvernement avait déjà décidé d'examiner les demandes d'établissement présentées par les membres de cette catégorie désignée au moment de son abrogation, le 31 août 1990.

«En autorisant les exilés volontaires déjà au Canada à travailler, nous limitons la charge financière qu'ils pourraient autrement représenter pour les services sociaux et nous accélérerons leur intégration», a poursuivi M. Boyer.

«Les services régionaux d'Emploi et Immigration Canada continueront de collaborer étroitement avec les groupes communautaires qui travaillent à l'intégration des exilés volontaires, afin de maintenir les bonnes relations de travail déjà établies avec eux», d'ajouter M. Boyer.

Quelque 8 000 Européens de l'Est au Canada, pour la plupart des Polonais résidant à Toronto, attendent le règlement de leur demande présentée en vertu du Règlement sur la catégorie désignée d'exilés volontaires. Les modalités relatives à cette catégorie ont été progressivement supprimées du Règlement sur l'immigration, l'année dernière, par suite de la libéralisation des régimes politiques des pays d'Europe de l'Est.



Pour publication

Le 16 août 1991
91-22

POUR DIFFUSION IMMEDIATE

TORONTO - Emploi et Immigration Canada a annoncé aujourd'hui qu'à compter de maintenant, les personnes parrainées en vertu du Règlement sur la catégorie désignée d'exilés volontaires, qui sont au Canada en qualité de visiteurs depuis le 31 août 1990, pourront demander un permis de travail.

C'est M. Patrick Boyer, député de Lakeshore-Etobicoke, qui a fait cette annonce au nom de M. Bernard Valcourt, ministre de l'Emploi et de l'Immigration. «Grâce aux nouvelles dispositions réglementaires qui entrent en vigueur aujourd'hui, les personnes de ce groupe pourront exercer un emploi et commencer ainsi à s'intégrer à la société canadienne», a déclaré M. Boyer.

news release

Date

For release

August 22, 1991

91-23



OTTAWA -- The Canada Employment and Immigration Commission wishes to assure Unemployment Insurance (UI) claimants that, in the event of a disruption in postal service, their UI cheques will continue to be processed.

UI claimants have two options to return their report cards to Employment and Immigration. They can choose to continue to use the postal service to send in their cards or they may drop off their cards at their local Canada Employment Centres.

UI cheques will continue to be delivered using the Postal Service. In the interest of continuation of service to our clients, the Commission will monitor the situation and will keep all claimants informed of further developments.

- 30 -

For information:

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Gabrielle Lavoie	(Public Affairs)	(819) 953-5117



communiqué

Date

Pour publication

Le 22 août 1991

91-23

La Commission de l'Emploi et de l'Immigration Canada désire assurer les prestataires d'assurance-chômage que, dans l'éventualité d'une interruption du service postal, leurs chèques d'assurance-chômage continueront d'être traités comme d'habitude.

Les prestataires d'assurance-chômage disposent de deux options pour retourner leurs cartes de déclaration à Emploi et Immigration. Ils peuvent continuer à recourir au service postal pour envoyer leurs cartes ou ils peuvent les déposer au Centre d'emploi du Canada le plus près.

Les chèques d'assurance-chômage continueront d'être livrés par la poste. Afin d'assurer la continuité du service à notre clientèle, la Commission surveillera la situation de près et tiendra tous les prestataires au courant de tout fait nouveau.

- 30 -

Renseignements :

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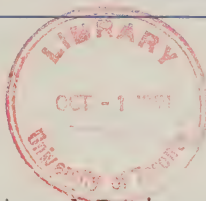
news release

Date August 30, 1991

For release **IMMEDIATELY**

91-24

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OTTAWA - - The Canada Employment and Immigration Commission today announced new fees for immigration services. They will come into effect September 1, 1991. These are part of the on-going cost recovery program.

The revised or new fees introduced are described in the attached backgrounder.

The revenue generated will be used, as with previous changes, to offset the costs of immigration services both in Canada and abroad. These changes are consistent with government deficit reduction and user fee policies. As a result of the implementation of the cost recovery program, approximately \$100 million in immigration fees is expected to be collected during the 1991/92 fiscal year, of which \$40 million is to be directed to program costs and service improvements.

The fees being charged for immigration services are consistent with those charged by other countries. In all cases, the fees do not completely cover actual processing costs.

Relevant applications which are postmarked on or before midnight September 1, 1991, will be processed under the existing fee schedule. Refugees and members of Designated Classes processed abroad remain exempt from payment of fees.

See attached backgrounder.

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For more information contact:

Public Affairs: Gerry Maffre (819) 994-6489

Cost Recovery Program: David Allison (819) 994-4957
Denis Boulanger (819) 994-4949

BACKGROUNDER TO PRESS RELEASE (#91-24)

Subject: Amendments to Cost Recovery Program

The amendments introduce fees for other immigration services. These changes are part of the on-going cost recovery program.

These amendments to the immigration Cost Recovery Program have been pre-published in the Canada Gazette and they come into effect September 1, 1991.

Changes that are to come into effect:

Fees for processing Order-in-Council requests; review of employment offers under the Family Business Program; and processing fees for amendments to previously approved investment proposals submitted by Canadian promoters. Also amended, are fees for Investment Proposal Assessment; a new group rate is introduced for persons applying for visas and documented on collective certificates; and a visa fee exemption for persons who travel on organized tours and who are seeking entry to Canada for a time not to exceed 48 hours (who originate and return to the United States). Finally processing fees are amended to introduce a group rate for entertainers of 2 to 14 persons admitted together under the Discretionary Entry provisions.

New fees

- \$250 fee for processing Order-in-Council requests.
- \$150 fee for the assessment of employment proposals under the Family Business Program
- A \$1500 processing fee for Investment Proposal Amendments

Fee increase

- The fee for of an Investment Proposal Assessment is raised from \$3000 to \$4500

Other changes

- \$40 fee (per person) for Visitor's Visa for those who travel in group on a Collective Certificate
- Exemption for those persons coming to Canada for less than 48 hours, as part of an organized tour operated by a transportation company, originating and returning to the United States.
- Processing fees amended to introduce a group rate of \$150 for entertainers of 2 to 14 persons admitted together under the Discretionary Entry provisions.

Refugees and members of Designated Classes processed abroad remain exempt from payment of fees.

ORDER-IN-COUNCIL REQUESTS

An Order-in-Council request for immigration purposes is a request for a special authority from the Governor in Council to allow the processing of an application for permanent residence from within Canada and to overcome other legal requirements. The Order-in-Council request is also available to applicants abroad for cases that do not comply fully with the requirements of the Regulations, but that warrant special relief.

The majority of requests for Order-in-Council are for applicants for permanent residence from within Canada and for individuals who have been in Canada on Minister's Permit for over 5 years (usually medical inadmissibility).

- The current annual volume of requests for Order-in Council for which processing fees would apply is approximately 20,000.
- The \$250 processing fee introduced, will generate a projected annual revenue of \$5 million.

FAMILY BUSINESS APPLICATIONS

The amendments introduce a \$150 fee for the assessment of employment proposals under the Family Business Program. The fee is borne by the guarantor who is making the offer of employment in Canada.

The objective of the Family Business Program is to expand opportunities for family reunification through job offers to relatives when it can be demonstrated that it is more sensible to employ a family member than the normal recruiting of an employee. The unique feature of family business is the trust that exist among family members. The family business aspect must be assessed under specific criteria by an Immigration Officer and is either accepted or refused.

- The current volume of Family Business applications processed annually is 2,000.
- Projected annual revenue from this processing fee of \$150 would be \$300,000

INVESTMENT PROPOSAL AMENDMENTS

The amendments introduce a \$1500 processing fee to Canadian promoters who submit amendments to their previously approved investment proposals. The fee charged by the Canadian governments is now comparable to that charged by private sector syndicates doing similar assessments for Canadian investors.

VISITOR VISA

A group rate of \$40 per person for persons travelling together on common documents (Collective Certificate) is introduced for Visitor Visa. This group rate is an expansion of the existing fees for Visitor's Visas and is a method of dealing with organized groups in a streamlined fashion. The group rate will hasten the successful determination of such applications for Visitor Visas.

A Visitor Visa fee exemption is also introduced for persons who are seeking entry into Canada for less than 48 hours. These persons must be part of an organized tour operated by a transportation company, which originates and returns to the United States.

DISCRETIONARY ENTRY

The amendment to the processing fee for Discretionary Entry provides for a group rate for entertainers admitted together under the Discretionary Entry provisions. The introduction of this group fee will provide a consistent approach to fee application for services which may be requested by entertainment groups of 2 to fourteen persons.

IMMIGRATION

Canada

Fee schedule for immigration services

EFFECTIVE IMMEDIATELY the following fees will be charged for immigration and visa services.

Service	Fee
Immigrant Services	
Application for permanent residence	
Application for landing in Canada requiring visa exemption & sponsorship undertaking	
Applicant and one dependant	\$350
Dependant under age 19, who is not a spouse	\$ 50
Dependant 19 and over, spouse	\$350
Entrepreneur, investor and self-employed	\$500
Dependant under age 19, who is not a spouse	\$ 50
Dependant 19 and over, spouse	\$350
Order-in-Council	
Each request	\$250
Family Business Application	
Each application	\$150
Certification of Record of Landing	
Individual	\$ 25
Family	\$ 50
Returning Resident Permit	
Individual	\$ 75
Family	\$150
Visitor Services	
Visitor Visa	
Individual	\$ 50
Family	\$100
Collective Certificate — Per person	\$ 40

Visitor Extension	
Individual	\$ 50
Family	\$ 50
Discretionary Entry	
Individual	\$ 75
Family	\$150
Group (2 to 14) Entertainers	\$150
Student Authorization	
Individual	\$ 75
Family	\$150
Employment Authorization	
Individual	\$ 75
Family	\$150
Group (2 to 14) Entertainers	\$150
Replacement of Immigration Record	
Individual	\$ 25
Family	\$ 50

Other Services

Minister's Permit	
Individual	\$100
Family	\$200
Group (2 to 14) Entertainers	\$200
Extension to Minister's Permit	
Individual	\$100
Family	\$200
Group (2 to 14) Entertainers	\$200
Callout/Overtime (in Canada)	\$100 minimum or \$27/hr.
Minister's Consent/Deportation	
Individual	\$250
Criminal Rehabilitation	
Individual	\$250
Transcript of Inquiry*	
Each Transcript	\$ 75
Investment Proposal Assessment	
Each Proposal	\$4500
Investment Proposal Amendment	
Each Amendment	\$1500

* Subject to the Goods and Services Tax.

All fees must be paid in Canadian dollars in Canada and/or the equivalent local currency overseas.

Convention Refugees and people who enter Canada under any Government humanitarian program are normally exempt from any of these fees.

Since the charges apply to the cost of considering your application, there is no refund if you are not successful.

If you have any questions or would like more information before you submit your formal application, please ask! We'll be glad to help.

Produced by Public Affairs.





news release

Date

For release

September 5, 1991
91-25



OTTAWA -- The Canada Employment and Immigration Commission (CEIC) wishes to inform Unemployment Insurance (UI) claimants that UI cheques will continue to be available through the postal system, which includes mail pick-up centres.

CEIC also wants to inform UI claimants that they may return their report cards in person to their local Canada Employment Centre (CEC) during the postal strike.

Claimants should continue to consult local media for messages from Canada Post.

CEIC requires a completed report card to process a UI cheque. This procedure normally takes about a week. Claimants should allow this time to pass before expecting their cheques.

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For information:

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Gabrielle Lavoie	(Public Affairs)	(819) 953-5117



communiqué

Date

Pour publication

Le 5 septembre 1991

91-25

La Commission de l'Emploi et de l'Immigration Canada (CEIC) désire informer les prestataires d'assurance-chômage que les chèques d'assurance-chômage continueront d'être disponibles par l'entremise des services postaux, y compris les centres de distribution du courrier.

CEIC veut aussi informer les prestataires d'assurance-chômage qu'ils peuvent déposer leurs cartes de déclaration au Centre d'emploi du Canada (CEC) le plus près pendant la grève postale.

Les prestataires devraient continuer de consulter les médias pour prendre connaissance des messages de la Société canadienne des postes.

CEIC doit recevoir une carte de déclaration complétée avant d'émettre un chèque. Cette procédure prend normalement à peu près une semaine. Les prestataires devront laisser ce délai passer avant de s'attendre à recevoir leurs chèques.

- 30 -

Renseignements :

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Minister of Employment
and Immigration



Ministre de l'Emploi
et de l'Immigration

For release

FOR IMMEDIATE RELEASE

October 4, 1991

91-26

Refugee Claims Backlog will be completed under budget

OTTAWA -- The Hon. Bernard Valcourt, Minister of Employment and Immigration, today announced that the Backlog Clearance Program of refugee claims made before January 1, 1989 will be completed within budget.

"The program is working well and final decisions have been made in the majority of cases. In fact, nearly 60,000 claimants have been dealt with, including some 16,000 who have either left Canada or are in the removal stream," Mr. Valcourt said.

Of approximately 60,000 backlog cases decided, nearly 40,000 or 65 per cent of the individuals have been accepted.



British Columbia, Alberta and smaller regions will finish their caseloads of hearings next month. However, the large numbers of claims in process in Quebec and Ontario will take longer to finalize. Quebec will complete its hearings in March, 1992 and Ontario in December, 1992.

"The program will be completed within its original budget of \$179 million and I am confident my officials will meet the revised deadlines for completion," the Minister said.

Mr. Valcourt cited several reasons why the original target completion date of September, 1991 set two years ago will not be met.

The total number of refugee claims made before January 1, 1989 has now been confirmed to be 95,000 - some 10,000 more than originally estimated.

The Minister also noted that administrative tribunals are designed to protect the rights of the individual. "This need to ensure fairness has resulted in inevitable delays," he said.

Employment and Immigration Canada (EIC) has introduced several measures to streamline the clearance process, including paper screening of claims, automated processing, and initiatives to improve scheduling and reduce adjournments.

"The program is meeting its objective to clear these claims in a fair and humanitarian manner. I would encourage those claimants who have not come forward to do so now," Mr. Valcourt said.

Special procedures are in place that begin processing of claimants' dependants abroad once claimants have been provisionally accepted. Additionally, exceptional cases are expedited and dependants in danger abroad are brought immediately to Canada.

In addressing suggestions for an amnesty to clear the backlog, Mr. Valcourt noted that "amnesty was never an option. In this context, it is an inherently unfair process that rewards those who would abuse Canada's inherent generosity towards genuine refugees."

"I am satisfied that the process we have in place addresses the concerns of Canadians by applying a credible basis test for each refugee claim, accepting those genuinely in need, and removing those with unfounded claims," Mr. Valcourt said.

The attached background material provides additional information on the backlog clearance program.

For further information:

Minister's Office: Justin de Beaucamp (819) 994-2482

Backlog Clearance: Brian Dougall (819) 994-6309

Public Affairs: Roger White (819) 994-4624

BACKLOG CLEARANCE PROGRAM - STATUS REPORT TO AUGUST 1991

PRODUCTION RESULTS

By the end of August 1991, Employment and Immigration Canada (EIC) had decided 58,400 cases (61%) of the estimated 95,000 backlog cases. The Canada Immigration Centres (CICs) had provisionally accepted for permanent residence over 38,100 (65%) of the decided cases, while another 16,200 were in the removal stream or had opted for voluntary departure. The other 4,100 have disappeared and arrest warrants have been issued for these persons. Of the decided cases, 29,500 had been finalized (landed, removed, left Canada or disappeared), representing 31% of the total caseload, while the other 28,900 cases were pending medical or background checks, arrangements for removal, confirmation of departure, or investigation.

Two parallel processes have been implemented to determine the credible basis of claims - paper-screening and oral hearings. EIC has paper-screened approximately 40,900 cases (30,400 at NHQ and 10,500 in the CICs), finding about 11,200 to have a credible basis and accepting another 3,100 on humanitarian and compassionate (H&C) grounds. Of more than 20,200 oral hearings completed, the panels have found some 13,100 claims credible.

All cases in all regions have been opened and the bulk of the paper-screening will be completed by December 1991. Thus, by December 1991, most of the positive decisions should be rendered, leaving only apparently unfounded claims to proceed to oral panel hearings.

In regions other than Ontario and Quebec, EIC projects almost all the hearings to be completed in November 1991, while some remaining processing (landings, investigations and removals) should be done by March 1992. Quebec has opened all hearings and, along with the bulk of landings, expects to complete them by March 1992. The regular CICs in Quebec will then complete any remaining processing (some landings and investigations and removals). Ontario is committed to completion of its hearings by December 1992.

REASONS FOR DELAY AND INITIATIVES UNDERTAKEN

The need to balance fairness with efficiency within a complex quasi-judicial panel/inquiry process has inevitably produced delays. The high "no show" rate for initial humanitarian and compassionate interviews (35% nationally) and the Yhap decision in March 1990 (which required over 5,000 re-interviews) slowed down the pre-hearing stage of the process. High staff turn-over in Toronto and the need for additional staff training also contributed to delays in the program. Since April 1990, over 16,200 adjournments (approximately half of all adjournments) were granted at the request of claimants or counsel, because they were not ready to proceed.

Several initiatives to streamline the system, while maintaining fairness, have been taken. Improved scheduling procedures include computerized bookings, and a remand hearing process. EIC has developed a modified hearing approach to reduce unnecessary arguments, and Case Presenting Officers (CPOs) have been equipped with material to assist them in presenting arguments concerning adjournments and Charter challenges. Regional offices have increased investigation capacity to deal with "no shows", and more CPOs and Adjudicators have been hired to improve staffing ratios. Finally, the paper screening process introduced last September in the backlog offices has so far eliminated the need for over 8,300 oral panel hearings and humanitarian and compassionate interviews. EIC will continue to make improvements to the backlog clearance process through to its conclusion.

Refugee Backlog Clearance Program

QUESTIONS AND ANSWERS

Q.1. Why isn't the program finished on time?

A.1. Several factors have contributed to the delay. The total number of cases is larger than first calculated. A March, 1990 Federal Court decision (YHAP) regarding guidelines on humanitarian and compassionate interviews resulted in some 5,000 re-interviews. A 35 % claimant "no-show" rate at initial interviews has created scheduling problems. Additionally, the quasi-judicial nature of the process allows adjournments at the request of all parties; since April, 1990, 31,166 adjournments have been granted, half at the request of claimants or counsel.

Q.2. Why weren't you able to get an accurate handle on the numbers of claims at the outset?

A.2. The original estimate of 85,000 cases was set in the fall of 1988. Refugee claimant arrivals were still increasing dramatically. The volumes overwhelmed the immigration centres, resulting in many claims not being documented until later. It is now clear that the backlog claimant caseload is closer to 95,000.

Q.3. Why are the numbers remaining clustered in Ontario and Quebec? Are the other regions more efficient?

A.3. Under the backlog clearance process, claimants are allowed to change venue while their cases proceed through the interview/hearing/application for landing process. Many wish to move to city centres like Toronto and Montreal where agency support, ethnic community support, and employment opportunities are widespread.

Q.4. What are these disappearances or no-shows? What are you doing to locate them?

A.4. Nationally, 35 % of backlog refugee claimants are not appearing for their initial humanitarian and compassionate interviews. The "no show" percentage has been as high as 50% in Toronto/Mississauga. Immigration officials make efforts to contact these claimants. Sometimes the non-appearance is a result of an address change or some other valid reason. Where it becomes clear that the claimant is deliberately avoiding processing, an Immigration warrant is issued and the person is subject to immediate arrest and detention. As of the end of August, 1991, 4,100 arrest warrants had been issued.

Q.5. How many criminals are there in the backlog? Or medically inadmissible people? What are you doing to remove these people?

A.5. Our statistics show that numbers of persons who would be criminally or medically inadmissible to Canada are quite low. When they are identified as such, they are processed according to Immigration law and, where appropriate, removed.

Q.6. But removals seem very low. Is this inefficiency or what?

A.6. Nearly half the backlog claimants who are ultimately required to leave Canada are issued departure notices rather than removal orders (deportation/exclusion). A departure notice is issued by an Adjudicator when he believes that the person will effect his own departure, thus avoiding the need for physical removal. Concerning actual removal orders, there are inherent delays in the process, including final humanitarian and compassionate reviews, appeals and litigation, the need to obtain travel documents for many who arrived with no documents, flight arrangements, and disappearances of claimants ordered removed.

Q.7. But when the government announced the program, it said there could be many removals. Just what is the figure?

A.7. Actual removals by deportation or exclusion are 661 to the end of August 1991, and another 1,963 persons who have been ordered removed are awaiting finalization of removal arrangements. Departure notices issued for the same period number 2,355, and an additional 9,277 claimants have requested voluntary departure. Another 1,907 have received negative decisions on credible basis for their refugee claims but have not yet been ordered removed. The total, then, of backlog claimants who one way or another are leaving Canada so far is 16,163, or roughly 17 per cent of the claimant population. But it's important to remember that the objective of the program is to resolve all cases in accordance with fair and humanitarian principles. EIC is not focussing on "removals" as the most significant measurement of success of the program.

Q.8. What about the relatives of these people who have been waiting for years for the claimant to be accepted?

A.8. Procedures are in place to begin processing of claimants' dependants abroad for immigration to Canada once claimants have received provisional acceptance. Additionally, when dependants abroad are abandoned children or otherwise in danger, they can be brought immediately to Canada by special permit.

Q.9. With this delay to complete the program, what about the claimants' ability to work and go to school?

A.9. Steps have already been taken to extend the relevant regulations that were put in place two years ago allowing the claimants to work and attend school while their claims were being dealt with. Claimants will receive notices shortly extending this permission. They will not have to interrupt their work or studies.

Q.10. How much is this delay now going to cost the taxpayer?

A.10. To September 30, 1991, Employment and Immigration Canada (EIC) has utilized less than \$90 million on the backlog clearance. The funds remaining are sufficient to complete the program within budget.

Q.11. Why don't you simply declare an amnesty and get this mess cleaned up quickly?

A.11. At this advanced stage of the program, which is well established and has the support of Canadians, it would not be feasible to shift to an amnesty. To declare an amnesty now would be costly and time-consuming, given the need to draft new regulations, design a new process, advertise and explain a new program, relocate staff and reconsider refused and removed cases. There would be few, if any, time or cost savings. More importantly, an amnesty in this context is inherently unfair since it would reward abusers. The program is meeting its objective of providing fair decisions based on case by case review on the credible basis of refugee claims and humanitarian considerations. The overall refusal rate of 35 % justifies continuing the program to conclusion.

Q.12. What should claimants who have not yet been contacted do?

A.12. Paper screening kits or convocation letters for humanitarian and compassionate interviews have been sent to all claimants. Unfortunately, some have been returned as undeliverable. Claimants should ensure that their local Canada Immigration Centre (CIC) is notified of any change of address. Alternatively, claimants may obtain paper screening kits in person from their local (Backlog) CIC.



For release

FOR IMMEDIATE RELEASE

October 28, 1991

91-27

Community Futures funding continued

Employment and Immigration Minister Bernard Valcourt today announced the continuation of the very successful Community Futures Program. Assistance, originally limited to a period of six years, will now be extended for a second period of five years. The Community Futures program helps small towns as well as rural and remote communities facing serious long-term employment problems.

"The continuation of this program responds to the positive reception it has received by community leaders in small towns and the tremendous success stories that Community Futures has been responsible for," Mr. Valcourt said. "Furthermore, this illustrates the government's commitment to rural Canada within the nation's economic and social structure," he added.



"The renewal of Community Futures is very much part of the greater national effort," Mr. Valcourt said. "The ultimate goal of this national effort is to make Canada stronger and more united. Because, only together, as a united and competitive nation will Canadians have meaningful jobs and economic security for the future."

"The continuation of the Community Futures Program has my full support," Minister of State for Employment and Immigration Canada, Monique Vézina said. "Through this Program, employment prospects in these communities have improved and the communities are able to play an active role in resolving their economic difficulties."

Communities will be assessed for continuing need and their performance during the first six years will be evaluated prior to their selection for a second round of funding of five years.

Other improvements to the Program include increased funding for existing and new Community Futures committees. Committees will be eligible for a maximum of \$100,000 in funding support each year. This removes a previous funding cap of \$400,000 over six years.

Business Development Centres which work effectively with a Community Futures Committee can also be considered for assistance for an additional five years.

The maximum contribution to Business Development Centres is raised to a total of \$750,000 over each five year period for a maximum of \$150,000 in each year. Business Development Centres with exceptional performance records and demand for their services will be eligible for up to \$1.5 million additional investment funds over and above the ceiling of \$1.55 million.

Other improvements include:

- a training and development package for Community Futures Committees, Business Development Centres and local staff;
- a separate initiative to recommend improved access to the program by aboriginal communities.

Employment and Immigration Canada introduced Community Futures in 1986. A total of 221 Community Futures areas covering mostly small towns, rural and remote Canada are participating and improving their local development capacities.

An estimated 6.5 million Canadians out of a total of 10 million rural and small town residents live in areas selected for Community Futures assistance.

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BACKGROUNDER

COMMUNITY FUTURES CHANGES

Community Futures is a program which supports local development in rural, small town and remote areas of Canada experiencing high levels of unemployment. It was introduced in 1986 as one component of the Canadian Jobs Strategy.

Community Futures provides assistance for selected areas to establish a Community Futures Committee, to develop a strategic plan for employment development and adjustment, and to implement this plan through access to EIC programs and services. Other support includes the stabilization and creation of jobs in small business and entrepreneurship through self-employment, investment in small business, and technical assistance.

Community Futures Committees can recommend whether a Business Development Centre should be established and then provide overall direction as a resource of entrepreneurial and business development to the community.

The program underwent formal evaluation, as well as a series of management reviews, in consultation with a wide range of program volunteers, participants and experts in local development. The changes represent Minister Valcourt's response to the recommendations resulting from these assessments.

Changes to the Community Futures program include:

- A maximum contribution to Community Futures Committees of \$100,000 per year. This represents the removal of a previous funding cap of \$400,000 over six years. Actual contributions are negotiated against concrete work plans.
- A second generation of funding. Communities may be reselected for an additional five years, subject to a review of community need and performance during the first generation, and subject to EIC priorities and budgets.

- A long-term support structure for Business Development Centres (BDCs) in Community Futures selected areas which are assessed as being effective and accountable to the Community Futures Committee. Support will be up to \$150,000 per year. The levels of technical service and of investment will be negotiated, after which excess BDC revenue will be used to offset federal contributions.
- Business Development Centres with exceptional performance and demand for their services may be eligible for additional grants to their investment fund of up to \$1.5 million over and above the ceiling of \$1.55 million.

Eligibility for selection and reselection will be based on evidence of serious labour market difficulty of a long term, structural nature. Communities must demonstrate that local conditions are more serious than provincial or national conditions, measured by indicators such as:

- unemployment (i.e. incidence of Unemployment Insurance claims),
- community dependence (i.e. level of transfer payments as a proportion of total community income),
- long term stability (i.e. dependency ratio (ratio of dependents to working age population), educational levels and workforce participation rates).

Communities must assess their performance and demonstrate the following:

- representation of the entire territory and full range of interests present in the community;
- effectiveness in implementing their plans and the results for the labour force;

- effectiveness in acting as a catalyst for change and success in facilitating joint community action and developing the community capacity to manage change;
- a productive and cost-effective working relationship between the Community Futures Committee and the Business Development Centre.

Communities will need to reassess the local situation and develop a plan of action for the second generation.

EIC program officials will work with communities as well as examining priorities for the limited budgets available.

October 1991



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- R21

For release

FOR RELEASE

November 1, 1991
91-29

Minister Valcourt tables 1992 Immigration Plan

OTTAWA - The Honourable Bernard Valcourt, Minister of Employment and Immigration, today tabled the government's Report to Parliament on Immigration Levels.

In tabling the Report, which confirms the planned immigration levels for 1992, Mr. Valcourt announced a number of measures to ensure that Canada's immigration program remains responsive to changing conditions, and continues to achieve the government's economic and social objectives. Mr. Valcourt said that his priorities for 1992 are to:

- allow for the increased immigration of those with employment skills to contribute to Canada's prosperity;
- improve measures to protect society against those who would abuse our Immigration system;
- ensure the Immigration program is effectively managed;



- help immigrants integrate into their new communities and learn about the basic social values that unite Canada as a country.

Mr. Valcourt emphasized that "many immigrants make unique contributions to economic development, to Canada's international competitiveness, and to our future prosperity. I want to ensure that we improve the selection of these immigrants."

At the same time, the Annual Report reaffirms Canada's international and humanitarian commitments, providing generous opportunities for refugees and family immigration.

Mr. Valcourt said that in order to ensure the immigration program is well managed, and that Canadians are protected he will be introducing a number of measures to improve the screening and deterrence of foreign criminals before they enter Canada; the investigation and prosecution of immigrants and visitors who engage in criminal acts in Canada; and the deportation of foreign criminals.

The Report also outlines a new immigrant language training policy that will help immigrants integrate more easily into Canadian society. Details of this policy are to be announced shortly.

When tabling the Report, Mr. Valcourt pointed out that 1992 marks the second year of a five-year immigration plan tabled in October, 1990. Mr. Valcourt said that this plan "continues to receive widespread support from all levels of government, from business and labour, and from other groups directly affected by immigration.

"As we enter the second year of the plan, I am pleased to say that we are managing the overall immigration levels. The government will, as set out in the plan, increase total immigration to 250,000 for 1992."

"Canadians have built a way of life that is admired around the world. Immigration has helped us to build that way of life. And it will help us to build a prosperous nation - a renewed, united nation - in the years ahead."

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«Les Canadiens ont développé une façon de vivre qui fait l'admiration du monde entier. L'immigration nous a aidés à développer cette façon de vivre, et elle nous aidera à édifier une nation prospère - une nation unie, renouvelée - dans les années à venir.»

«Au moment où nous amorçons la deuxième année de réalisation du plan, je suis heureux de dire que nous assumons la gestion des niveaux d'immigration dans son ensemble. Comme le prévoit le plan, le gouvernement portera à 250 000 le nombre total d'immigrants qui seront admis en 1992.»

Lors du dépôt du Rapport, M. Valcourt a souligné que 1992 marquait la deuxième année de réalisation du plan quinquennal d'immigration présentée en octobre 1990. Il a affirmé que ce plan «continue de recevoir l'appui de tous les ordres de gouvernement, des milieux des affaires et des syndicats ainsi que d'autres groupes directement touchés par l'immigration».

Le Rapport expose également une nouvelle politique en matière de cours de langue pour les immigrants, qui aidera ceux-ci à s'intégrer plus facilement à la société canadienne. Des précisions concernant cette politique devraient être annoncées sous peu.

Pour s'assurer que le programme d'immigration est bien géré et que les Canadiens sont protégés, le Ministère met en oeuvre un certain nombre de mesures qui permettront de mieux identifier et dissuader les criminels étrangers qui voudraient entrer au Canada, de faciliter les enquêtes et les poursuites visant les immigrants et les visiteurs qui se livrent à des activités criminelles au Canada, ainsi que d'accélérer l'expulsion du Canada des criminels étrangers.

Parallèlement, le Rapport annuel affirme de nouveau les engagements internationaux et humanitaires du Canada en prévoyant des mesures favorables à l'immigration des réfugiés et des membres de la catégorie de la famille.

«Immigrants.»

m'assurer que nous allons améliorer la sélection de ces monde ainsi qu'à notre future prospérité. Je veux développer économiquement, à notre compétitivité dans le d'immigrants apportent une contribution unique au M. Valcourt a souligné le fait que «nombre

■ veiller à ce que le programme d'immigration soit géré efficacement;

■ aider les immigrants à s'adapter à leur nouveau milieu et à connaître les valeurs fondamentales qui unissent le Canada en tant que pays.

Pour publication

POUR DIFFUSION IMMÉDIATE

Le 1^{er} novembre 1991
91-29

Le ministre Valcourt dépose le plan d'immigration
pour 1992

M. Bernard Valcourt, ministre de l'Emploi et de
l'Immigration, a déposé aujourd'hui au Parlement le
Rapport annuel du gouvernement sur les niveaux
d'immigration.

En déposant le Rapport, qui confirme les
niveaux d'immigration prévus pour 1992, M. Valcourt a
annoncé un certain nombre de mesures pour que le
programme d'immigration du Canada continue de tenir
compte de l'évolution de la situation dans le monde et
de permettre la réalisation des objectifs économiques
et sociaux du gouvernement. M. Valcourt a signalé que
ses priorités pour 1992 sont les suivantes :

- Favoriser davantage l'immigration de
personnes dont les compétences
professionnelles sont susceptibles de
contribuer à la prospérité du Canada;
- améliorer les mesures visant à protéger la
société contre ceux qui abuseraient de
notre programme d'immigration;



Minister of Employment
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FOR IMMEDIATE RELEASE

November 1, 1991

91-31

Federal government accepts \$1.8 billion private sector recommendation

Bernard Valcourt, Minister of Employment and Immigration, announced today that the Government of Canada has accepted a \$1.8 billion private sector recommendation which will contribute to Canada's long-term prosperity by developing a highly skilled, competitive workforce.

"We are currently faced with serious challenges which will affect our ability to compete in the international marketplace," said Mr. Valcourt in tabling the 1992 Unemployment Insurance Developmental Uses Expenditure Plan.

Building on an historic consensus among labour market partners, the federal government has stepped up plans to help unemployed Canadians secure stable, long-term employment.

The Plan, tabled in the House of Commons, will allow eligible claimants to acquire new skills, look for work more effectively and increase their re-employment opportunities.



"The Government is responding to these demands by working with our labour market partners to develop a learning culture in Canada and to help individuals develop the skills they need," said the Minister.

The 1992 Expenditure Plan of \$1.8 billion represents a 260 per cent increase in funding for adjustment programs, from some \$500 million in 1990.

This plan represents the consensus of the Canadian Labour Force Development Board (CLFDB), a private-sector body with representatives from business, labour, the education/training sector and social action groups. Their recommendation of \$1.8 billion for Developmental Uses represents the first major exercise of the mandate given them by the government in January 1991.

"The success of this plan begins a new era of cooperation in which Canadians are consulted in the decisions which will affect them. A strong, highly-skilled workforce is everyone's goal and will determine our ability to preserve and protect the standard of living we have come to expect," said the Minister.

Changes to the Unemployment Insurance Act last year allow for this additional help to UI claimants, while not adding to the overall costs of the UI program.

Unemployment Insurance adjustment programs allow eligible claimants the opportunity to pursue basic and occupational skill upgrading as well as other activities through such programs as Work Sharing, Job Creation and Training for UI claimants, outlined in 1992 Unemployment Insurance Developmental Uses - Providing Skills for Tomorrow.

Employers and workers, through their representation on the CLFDB, noted that expanding training and other adjustment opportunities to unemployed Canadians is an important goal in establishing the 1992 expenditure levels.

"Through changes to the UI Act in November 1990, our Labour Force Development Strategy (LFDS) allows for increased training and other adjustment measures. The Government also remains committed to the needs of the unemployed by maintaining income support for those most in need," said Monique Vézina, Minister of State for Employment. "And the rapid re-employment of UI recipients provides increased funding for additional training."

Implementation of the expenditure plan will take place throughout 1992, with the Canadian Labour Force Development Board continuing to provide advice and monitor operations.

"Learning and prosperity within a united Canada are linked to our future well-being. Through training and investing in our greatest resource -- our people -- we will ensure that all Canadians have an opportunity to contribute to the vision we share," added Mr. Valcourt.

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Minister of Employment
and Immigration



Ministre de l'Emploi
et de l'Immigration

For release



November 18, 1991

91-33

1992 Unemployment Insurance premium rate and maximum insurable earnings

OTTAWA -- Bernard Valcourt, Minister of Employment and Immigration, today released the Unemployment Insurance (UI) premium rate and the maximum insurable earnings figure for 1992.*

In the process of setting the rate for 1992, the Canada Employment and Immigration Commission was directed by the Minister of Employment and Immigration to maintain the projected deficit at a level compatible with the Government's fiscal responsibilities.

"Even with the new rate, the UI Account will still run a deficit in 1992. This rate, however, respects the needs of workers and employers by keeping to a minimum the rate increase as well as the increase in the deficit in the UI Account", said Mr. Valcourt.

* The implementation of the 1992 premium rate, as announced by the Minister today, is subject to the passage of Bill C-20 (now before Parliament).

"Of the options available to the Government, this was the most reasonable approach for all parties concerned. For the average worker, this will mean an increase of \$52 in 1992."

Beginning January 1, 1992, workers will pay a premium rate of \$3.00 per \$100 of insurable earnings. Employers will pay \$4.20 per \$100 of employee earnings (1.4 times the employee rate). Based on present projections, this would eliminate the cumulative deficit in the UI Account by 1995.

The 1992 **maximum weekly insurable earnings** will be \$710, up from \$680 in 1991. This is equivalent to a 4.4 per cent increase. As a result, the maximum weekly UI benefit (60 per cent of maximum insurable earnings) will increase to \$426 in 1992 from \$408 in 1991.

Annual increases in the maximum insurable earnings are determined by a formula set out in the UI Act and reflect the average annual increase in earnings over the last 8 years (see backgrounder #2).

Workers must earn a minimum amount to be insured under the UI program. Measured in dollars, the minimum is equal to 20 per cent of the maximum weekly insurable earnings. This will be \$142 a week in 1992, up from \$136 a week in 1991. (Workers may also meet this requirement by working a minimum of 15 hours a week for the same employer.)

UI claimants whose annual net income (including UI benefits) exceeds 1.5 times the maximum **yearly** insurable earnings must repay 30 per cent of those UI benefits that make up the excess. For the 1992 tax year, \$55,380 will be the limit above which the repayment formula applies. In 1991, the limit is \$53,040.

For an explanation of the setting of the premium rate and impact of different premium rates, refer to backgrounder #1. Backgrounder #3 illustrates the combined impact of premium rate and maximum insurable earnings for the period 1988 to 1992.

See attached backgrounders

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Backgrounder #1

How 1992 UI premium rates are set

The Unemployment Insurance (UI) Act requires the Canada Employment and Immigration Commission to set premium rates for each year, based on the state of the UI Account and future expectations. The actual premium rates charged to employers and employees are determined by using a statutory premium rate as a reference point.

The statutory premium rate for 1992 was calculated first (based on sections 48 and 49 of the UI Act), as the average premium rate that would have been required to exactly cover total program costs from 1988 to 1990. Then, this rate was used to estimate if there would be a surplus or deficit in the Account at the end of the coming year.

If there would be a surplus, then the UI Act requires the Commission to set an actual premium rate that is lower than the statutory premium rate. But if there would be a deficit, the Commission is required to set an actual premium rate that is higher than the statutory rate.

The statutory rate for 1992 was calculated to be \$2.40 per \$100 of insurable earnings. Based on present projections, this rate would have left the Account with a deficit of approximately \$7.2 billion at the end of 1992.

To control the increase in the deficit in the UI Account, the Minister of Employment and Immigration decided to invoke subsection 13(2) of the Employment and Immigration Department and Commission Act which states: "The Commission shall comply with any directions from time to time given to it by the Minister respecting the exercise or performance of its powers, duties and functions."

As a result, the Commission set the employee premium rate at \$3.00 per \$100 of insurable earnings. This translates into a projected cumulative deficit of \$3.4 billion for the end of 1992, up from \$2.1 billion at the end of 1991.

Note: The premium rate for January 1, 1990 to June 30, 1991 (\$2.25 per \$100 of insurable earnings) was set by legislation (Bill C-21).

The premium rate for July 1, 1991 to December 31, 1991 (2.80 per \$100 of insurable earnings) is proposed by legislation (Bill C-20) which is still before Parliament.

Impact on UI Account of different premium rates

<u>Rate</u>	<u>Increase (%)</u>	<u>UI Account (end of 1992)</u>	
		<u>Annual</u>	<u>Cumulative</u>
2.80	0	-\$2.6 B	-\$4.6 B
3.00	7.1	-\$1.3 B	-\$3.4 B
3.20	14.3	0	-\$2.1 B

Backgrounder #2

How 1992 maximum insurable earnings are set

The maximum weekly insurable earnings figure is the maximum level of income that can be insured each week for UI purposes, and is used to determine the maximum weekly contributions and maximum weekly benefit.

The 1992 figure is the result of two separate calculations.

- 1) First, the earnings index for 1992 must be calculated. This is the ratio of an eight-year moving average of employees' annual average earnings (from 1983 to 1990) to an eight-year base average (from 1966 to 1973).*
- 2) Next, the maximum insurable earnings figure for 1975 is multiplied by the earnings index for 1992. The result is rounded to the nearest multiple of \$5. This is the maximum weekly insurable earnings figure used by the Canada Employment and Immigration Commission.

Minimum weekly insurable earnings are 20 per cent of maximum insurable earnings.

* Employees' annual average earnings are calculated from the average of annual salaries or wages for Canadian workers, as determined by Revenue Canada, Taxation from T4 Supplementary slips.

The increase in the maximum figure reflects an average increase in wages and salaries for Canadian workers over the most recent eight-year period. This increase maintains consistent protection under the program from year to year by keeping generally constant the percentage (approximately 70 per cent) of Canadian workers whose wages are fully insured. At the same time, those workers who earn consistently above the maximum will have a similar proportion of their wages insured from year to year.

Comparison of premium rates

(1988 - 1992)

	Maximum weekly insurable earnings	Premium rate per \$100 of insurable earnings	Maximum weekly contribution		Annual contributions		Difference from previous year
			EE	ER	EE	ER	
		\$					\$
1988	\$565	2.35	13.28	18.59	690.56	966.78	+42.64 +59.80
1989	\$605	1.95	11.80	16.52	613.60	859.04	-76.96 -107.74
1990	\$640	2.25	14.40	20.16	748.80	1048.32	+135.20 +189.28
1991*	\$680	2.25	15.30	21.42	397.80	556.92	-----
1991**	\$680	2.80	19.04	26.66	495.04	693.16	-----
1992	\$710	3.00	21.30	29.82	892.84	1250.08	+144.04 +201.76
					1107.60	1550.64	+214.76 +300.56

EE - employee contribution

ER - employer contribution (1.4 times the employee contribution)

* January - June (Bill C-21)

** July - December (Bill C-20)

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FOR IMMEDIATE RELEASE

November 22, 1991

91-34

Study on Printing Industry released

Employment and Immigration Minister Bernard Valcourt today released the results of a two-year study on human resources issues in the Canadian printing industry.

"This is a comprehensive study on the problems and challenges facing Canada's printing industry and I commend all those involved in the study for their hard work," Mr. Valcourt said. "I'm particularly pleased that all segments of the industry were able to meet and work together towards a common goal."



The study was initiated at the request of the Canadian Printing Industries Association (CPIA), and was directed by a steering committee comprised of representatives from employers, associations, unions including the Graphic Communications International Union and the Communications Workers of America, educational institutions and government. The critical issues identified by the committee are:

- intensively competitive marketing conditions in the next few years for the printing and graphic communications industries will have an impact on firms and their employees;
- massive and rapid technological change in the pre-press sector, and continuing change in the press and bindery sectors have resulted in the need for a much greater training/retraining effort in those sectors; and
- skills among managers must be improved.

The study also recommends a number of solutions to these challenges, including the development of a training culture to allow the industry to respond to future technological and market changes and an emphasis on retraining current employees.

"This study was far-reaching in its observations and the issues it raised", said Mr. Valcourt. "The study's acknowledgement that prosperity depends on developing a training culture goes hand in hand with my department's training objectives for the Canadian workforce as a whole."

A sub-group of the steering committee will conduct seminars in 1992 to allow workers and employers across the country to assess the study's results and suggest methods for implementing an industry plan of action.

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«La portée de cette étude était très vaste sur le plan tant des aspects considérés que des questions soulevées, a fait remarquer M. Valcourt. La reconnaissance du besoin de favoriser la valorisation de la formation va de pair avec les objectifs du ministère que je dirige en ce qui concerne la formation de la main-d'oeuvre dans son ensemble.»

En 1992, un sous-groupe du comité directeur animera des colloques au cours desquels travailleurs et employeurs de partout au pays pourront évaluer les résultats de l'étude et proposer des méthodes pour appliquer un plan d'action propre au secteur.

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L'étude, qui a été entreprise à la demande de l'Association canadienne de l'imprimerie (ACI), a été dirigée par un comité directeur composé de représentants d'employeurs, de diverses associations, de syndicats (dont le Syndicat international des communications graphiques et les Travailleurs en communication d'Amérique), d'établissements d'enseignement et de gouvernements. Les questions importantes relevées par le comité sont les suivantes :

- la concurrence féroce qui caractérisera les secteurs de l'imprimerie et des communications graphiques au cours des prochaines années aura une incidence certaine sur les entreprises et leurs employés;

- les changements technologiques rapides et considérables qui ont lieu dans le secteur de la pré-presses et l'évolution constante des secteurs de l'impression et de la reliure ont rendu la formation et le recyclage dans ces secteurs encore plus nécessaires;

- on doit améliorer la compétence des gestionnaires.

Les auteurs de l'étude recommandent également un certain nombre de moyens pour relever ces défis, dont la valorisation de la formation pour permettre à ce secteur d'activité de composer avec les futurs changements de la technologie et du marché ainsi que la mise sur pied de façon prioritaire de programmes de recyclage à l'intention des employés actuels.

Pour publication

Minister of Employment
and Immigration



Ministre de l'Emploi
et de l'Immigration

POUR DIFFUSION IMMÉDIATE

Le 22 novembre 1991

91-34

EIC annonce les résultats d'une étude sur le secteur de
l'imprimerie

M. Bernard Valcourt, ministre de l'Emploi et de
l'Immigration, a rendu publics aujourd'hui les
résultats d'une étude de deux ans sur les questions
relatives aux ressources humaines dans le secteur
canadien de l'imprimerie.

«Il s'agit d'une étude exhaustive des
problèmes et des défis auxquels fait face le secteur de
l'imprimerie au Canada», a dit M. Valcourt. Le Ministre
a également remercié tous ceux qui ont participé à
l'étude pour leur travail soutenu. «Je suis
particulièrement heureux du fait que tous les
sous-secteurs concernés ont été en mesure de se réunir
et de travailler ensemble en vue d'atteindre un
objectif commun.»



For release

Date **FOR IMMEDIATE RELEASE**

November 22, 1991

91-35

EIC to assist Environmental Training

Employment and Immigration Minister Bernard Valcourt today announced funding of \$350,000 for two initiatives designed to examine human resource issues in the environment industry.

"The environmental sector is emerging as an industry with tremendous growth potential," said Mr. Valcourt. "We must ensure an adequately trained workforce to permit the industry to achieve its potential."



The first initiative is a \$250,000 study of the industry's overall human resource planning needs, including an assessment of the factors currently affecting those resources, such as a lack of qualified workers. The study will be directed by a steering committee comprised of representatives from environmental companies, employee and industry associations, educational institutions and government organizations.

The final report will provide recommendations for dealing with human resource issues in the industry, and is scheduled for release next summer.

In the second initiative, management and labour representatives from the special/hazardous waste industry will use \$100,000 under Employment and Immigration Canada's Industrial Adjustment Service (IAS) program to examine ways of solving the industry's current lack of trained workers in the technical, scientific, professional and management categories.

"There is a definite connection between the two initiatives," said Mr. Valcourt. "The IAS committee is concentrating on the human resource shortages of the special/hazardous waste sector. But shortages of qualified workers exist throughout the

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whole environment industry, and the larger study is examining the situation on a wider scale."

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qualifiées dans l'ensemble du secteur des services
environnementaux. L'étude prévue porte donc sur la
situation globale du secteur.»

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«Il y a un lien certain entre ces deux initiatives, a affirmé M. Valcourt. Le comité du SAAI se penche actuellement sur les pénuries de ressources humaines dans le sous-secteur des déchets spéciaux ou dangereux, mais il existe des pénuries de travailleurs

Dans le cadre de la deuxième initiative, des représentants de la direction des entreprises et des représentants syndicaux du secteur des déchets spéciaux ou dangereux se serviront des 100 000 \$ offerts par le Service d'aide à l'adaptation de l'industrie (SAAI) d'Emploi et Immigration Canada pour examiner des façons de régler le problème des pénuries de travailleurs compétents dans les domaines technique, scientifique, professionnel et de la gestion.

Le rapport final, qui doit être rendu public l'été prochain, contiendra des recommandations sur les façons de traiter les questions relatives aux ressources humaines dans ce secteur d'activité.

La première initiative, dont le coût s'établit à 250 000 \$, est une étude des besoins globaux du secteur en planification des ressources humaines. L'étude comprendra notamment une évaluation des facteurs qui influent actuellement sur ces ressources (p. ex. les pénuries de travailleurs qualifiés). Elle sera menée par un comité directeur composé de représentants d'entreprises du secteur, d'associations syndicales et patronales, d'établissements d'enseignement et d'organisations gouvernementales.

«Le potentiel de croissance du secteur des services environnementaux se révèle considérable, a déclaré M. Valcourt. Pour qu'il se réalise, il faut que nous disposions d'une main-d'œuvre possédant la formation voulue.»

M. Bernard Valcourt, ministre de l'Emploi et de l'Immigration, a annoncé aujourd'hui que son ministère versera 350 000 \$ pour financer deux initiatives visant à examiner les questions relatives aux ressources humaines dans le secteur des services environnementaux.

RIC consacrera des fonds à la formation dans le secteur des services environnementaux

91-35

Le 22 novembre 1991

POUR DIFFUSION IMMEDIATE

Date

Pour publication

Minister of Employment
and Immigration



CANADA

Ministre de l'Emploi
et de l'Immigration



For release

Date

December 3, 1991
91-36



Designated Occupations List for Alberta

OTTAWA - Employment and Immigration Minister Bernard Valcourt today announced that the governments of Alberta and Canada have agreed to a Designated Occupations list. This list will be used to promote independent immigration in occupations for which regional labour shortages exist.

"The province of Alberta will benefit from this important tool in achieving its immigration objectives. The list enables the province to recruit people with the skills it needs from abroad, and accept applicants who qualify under the Designated Occupations list and who are willing to settle in Alberta. This also promotes the integration of immigrants into the Canadian society and economy," said Mr. Valcourt.

Applicants in designated occupations are more readily accepted under Canada's immigrant selection criteria and receive priority processing at posts abroad.

Alberta's list of Designated Occupations was developed following extensive consultations with both private and public sectors in the designation process.

"The process of occupational designation, as it has been carried out with Alberta, reflects this government's commitment to developing and maintaining ongoing partnerships with both the private sector and our provincial government colleagues.

"We will continue to work with other provinces in expanding the use of the Designated Occupations list to manage immigration levels effectively," said the Minister.

Following careful consultations with the provinces and the private sector, similar lists were put in place for Ontario, Newfoundland and British Columbia on May 15, 1991. Immigration officials monitor the Designated Occupations lists closely and remove occupations from the lists when shortages are filled.

The occupations on the Alberta Designated Occupations list are speech pathologist, occupational therapist, physiotherapist, and dental hygienist.

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Les titres de professions désignées en
Alberta sont les suivants : thérapeute de l'élucution,
ergothérapeute, physiothérapeute et hygiéniste
dentaire.

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La liste des professions désignées de l'Alberta a été établie à la suite de consultations d'enquête menées auprès des secteurs privé et public qui participent au processus de désignation.

«Le processus de désignation des professions, qui s'est déroulé en collaboration avec l'Alberta, témoigne de la volonté qu'a le gouvernement d'établir et d'entretenir des partenariats avec le secteur privé ainsi qu'avec les gouvernements provinciaux.

«Nous continuerons de collaborer avec les autres provinces en vue d'accroître l'utilisation de la liste des professions désignées afin de gérer efficacement les niveaux d'immigration», a fait savoir le Ministre.

Des listes semblables ont été dressées pour l'Ontario, Terre-Neuve et la Colombie-Britannique, le 15 mai 1991, après consultation des gouvernements de ces provinces et des représentants du secteur privé. Les autorités de l'Immigration examinent de près les listes des professions désignées et suppriment les professions au fur et à mesure que les pénuries sont comblées.

«La province de l'Alberta pourra tirer profit de cette liste utile pour atteindre ses objectifs en matière d'immigration. En effet, grâce à cette liste, la province pourra recruter à l'étranger des travailleurs possédant les compétences recherchées et pourra accepter des requérants à la fois admissibles et disposés à s'établir en Alberta. Elle favorisera du même coup l'intégration des immigrants à la société et à la vie économique du Canada», a indiqué M. Valcourt.

Les requérants qui peuvent exercer une profession désignée satisfont plus facilement aux critères de sélection des immigrants du Canada; leurs demandes sont traitées en priorité dans les bureaux à l'étranger.

M. Bernard Valcourt, ministre de l'Emploi et de l'Immigration du Canada, a annoncé aujourd'hui que les gouvernements de l'Alberta et du Canada se sont mis d'accord sur une liste des professions désignées. Cette liste servira à recruter des immigrants indépendants pour des emplois liés à des professions dans lesquelles il y a pénurie de main-d'œuvre régionale.

Liste des professions désignées en Alberta

Le 3 décembre 1991
91-36

Date

Pour publication

Minister of Employment
and Immigration



Ministre de l'Emploi
et de l'Immigration

CANADA



news release

FOR IMMEDIATE RELEASE

91-37

December 3, 1991

**Monique Vézina tables 1991 annual report to parliament
on employment equity**

The Honourable Monique Vézina, Minister of State for Employment and Immigration and for Seniors, tabled the fourth Annual Report on Employment Equity in Parliament today.

Under the Employment Equity Act, federally regulated employers with 100 or more employees must eliminate discriminatory practices, take special measures to achieve a representative work force, and submit annual reports on their progress.

Mrs. Vézina took the opportunity to announce that, according to data provided by the 370 employers governed by the Act, the representation of each of the four designated groups increased slightly in 1990. Women and members of visible minorities demonstrated the greatest improvement, while more modest gains were made by aboriginal peoples and disabled persons.

"All designated groups are now better represented in most occupational categories," said the Minister of State. "I am encouraged to see that some employers are implementing innovative measures to achieve a more representative workforce."

This report provides a chapter outlining qualitative measures employers have taken to improve the status of the designated groups. As well, employers are ranked both in terms of the representation of designated groups and their rate of progress since the last report.

Mrs. Vézina noted that a House of Commons special committee has undertaken a review of the provisions, operations and effectiveness of the Employment Equity legislation. The committee will report its findings and recommendations to Parliament before May 1992. To prepare for this formal review, Employment and Immigration Canada has held working meetings with representatives of business, labour and designated groups across Canada to receive their suggestions. A report summarizing the results of these consultations, entitled Consultations in preparation for the review of the Employment Equity Act, will be released in December, 1991.

After tabling the Employment Equity Report, Mrs. Vézina indicated that copies of individual employer reports are available for review in many libraries across Canada. A list of these libraries is

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available at any Canada Employment Centre. The reports may also be purchased from Supply and Services Canada.

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Marnie Clarke
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Marie-Christine Schmitz
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Canada afin de recueillir leurs suggestions. On publiera en décembre 1991 un rapport donnant un sommaire de ces consultations et qui s'intitulera Consultations préalables à l'examen de la Loi sur l'équité en matière d'emploi.

Après avoir déposé le rapport de la Loi sur l'équité en matière d'emploi, Mme Véziina a indiqué que des exemplaires des rapports individuels des employeurs sont disponibles pour fins de consultation dans de nombreuses bibliothèques du pays. On peut se procurer la liste de ces bibliothèques dans tous les Centres d'emploi du Canada. On peut aussi acheter ces rapports en s'adressant à Approvisionnement et Services Canada.

- 30 -

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M^{me} Vézina a annoncé à cette occasion que selon les données fournies par les 370 employeurs assujettis à la Loi, la représentation de chacun des quatre groupes désignés s'est légèrement accrue en 1990. La situation des femmes et des membres des minorités visibles s'est particulièrement améliorée, tandis que des progrès plus modestes ont été réalisés par les autochtones et les personnes handicapées.

«Tous les groupes désignés comptent à présent davantage de représentants dans la plupart des catégories professionnelles, a déclaré la ministre d'État. De plus, je suis encouragée de constater que certains employeurs adoptent des initiatives novatrices afin de se doter d'une main-d'oeuvre plus représentative.»

Le rapport annuel contient un chapitre traitant des mesures qualitatives adoptées par les employeurs afin d'améliorer la situation des groupes désignés. Les employeurs ont également été classés aux termes de la représentation des groupes désignés et en ce qui a trait au progrès réalisé depuis le dernier rapport.

M^{me} Vézina a souligné qu'un comité spécial de la Chambre des communes a entrepris un examen de la Loi sur l'équité en matière d'emploi, de ses dispositions, de son application et de son efficacité. Le comité soumettra au Parlement ses conclusions et ses recommandations concernant la Loi avant mai 1992. En vue de cet examen, Emploi et Immigration Canada a tenu des rencontres avec les représentants des employeurs, des syndicats et des groupes désignés à travers le



communiqué

POUR DIFFUSION IMMÉDIATE

91-37

Le 3 décembre 1991



M^{me} Monique Vézina dépose au Parlement le rapport annuel 1991 sur la Loi sur l'équité en matière d'emploi

L'honorable Monique Vézina, ministre d'État à l'Emploi et à l'Immigration, et aux Aînés, a déposé aujourd'hui au Parlement le quatrième rapport annuel portant sur la Loi sur l'équité en matière d'emploi.

Aux termes de la Loi, les employeurs assujettis à la réglementation fédérale et comptant au moins 100 salariés doivent mettre fin à toute pratique discriminatoire et prendre des mesures spéciales afin de rendre leur effectif représentatif de la population active dans son ensemble. Ils doivent aussi présenter des rapports annuels sur les progrès qu'ils ont réalisés.

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Minister of Employment
and Immigration



Ministre de l'Emploi
et de l'Immigration

For release

Date

December 13, 1991

91-38

FOR IMMEDIATE RELEASE



**CLFDB to establish up to 75 local labour force
development boards**

The drive to establish and sustain a greater commitment to training throughout Canada in the 1990s has reached another important milestone, Employment and Immigration Minister Bernard Valcourt announced today.

The Canadian Labour Force Development Board (CLFDB) today launched its plan for establishing a network of up to 75 local labour force development boards. These boards will provide leadership in assessing labour market needs and in purchasing skills training on behalf of the federal Government.

"These local boards are an integral part of the Government of Canada's Labour Force Development Strategy which aims at building and maintaining a highly skilled Canadian workforce," said Mr. Valcourt. "Our ability to compete in the global marketplace is the cornerstone for enhancing Canada's economic prosperity and for sustaining the lifestyle Canadians have come to expect," added the Minister.

The Canadian Labour Force Development Board was announced on January 14, 1991, and includes members representing employers, workers, educators and social action groups. Federal and provincial governments have non-voting status on the board.

The CLFDB was created to provide private sector leadership in promoting the development of a skilled Canadian workforce. The national board was established after the Minister of Employment and Immigration consulted with the various labour market partners on how best to address the need for changes to labour market training and adjustment in Canada.

"The partnership aspect of these boards is vital to breaking down barriers which have prevented the resolution of training and human resource issues. Labour, business and other stakeholder groups have collaborated in dealing aggressively with solutions which will help achieve prosperity. Their unified effort, I am convinced, will bring real benefits to individual Canadians. I think there's a lesson for all of Canada here," said Mr. Valcourt.

In the establishment of local labour force development boards, federal-provincial Labour Force Development Agreements will be respected and will form the basis of the partnership among governments and labour market partners.

"A key to this initiative is that it takes into consideration the significant differences in labour markets across the country," said the Minister. "By taking the planning and managing of labour market policies down to the local level, programs and services will be more responsive to local needs."

"The paper released today by the CLFDB challenges business, labour, social action groups, educators and governments to work together," said Mr. Valcourt. "I have every confidence that Canadians from all walks of life are equal to the challenge."

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affaires et d'autres groupes d'intervenants ont déjà collaboré en vue de trouver de véritables solutions qui nous mèneront à la prospérité. Je suis persuadé que tous les Canadiens bénéficieront réellement de ces efforts conjoints. Il s'agit d'un exemple à suivre pour le reste du pays.»

La création des commissions locales de mise en valeur de la main-d'oeuvre se déroulera conformément aux ententes fédérales-provinciales de mise en valeur de la main-d'oeuvre, lesquelles constitueront la base du partenariat qu'établiront les gouvernements et leurs partenaires sur le marché du travail.

«Cette initiative comprend un élément clé, en ce qu'elle permet de tenir compte des différences importantes des marchés du travail à l'échelle du Canada, a poursuivi M. Valcourt. D'ores et déjà, le niveau local sera chargé de planifier et de gérer les politiques relatives au marché du travail; les programmes et les services devraient donc mieux répondre aux besoins locaux.»

«Le document que diffuse aujourd'hui la CCMO vise à susciter la collaboration du milieu des affaires, des syndicats, des groupes d'action sociale, des enseignants et des gouvernements, a conclu le Ministre. J'ai la ferme conviction que tous les Canadiens sont capables de relever ce défi.»

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«Ces commissions locales représentent un élément essentiel de la stratégie de mise en valeur de la main-d'oeuvre du gouvernement canadien, stratégie qui vise la création et le maintien d'une main-d'oeuvre hautement qualifiée au Canada, a souligné M. Valcourt. Notre capacité de soutenir la concurrence sur le marché mondial constitue la pierre angulaire qui nous permettra d'accroître la prospérité du Canada et de conserver le niveau de vie auquel sont habitués les Canadiens, a ajouté le Ministre.»

La Commission canadienne de mise en valeur de la main-d'oeuvre a été formée le 14 janvier 1991. Parmi ses membres, on compte des représentants des employeurs, des travailleurs, des enseignants et des groupes d'action sociale. Le gouvernement fédéral et les gouvernements provinciaux sont membres d'office.

La CCMO a été établie pour que le secteur privé assume davantage de responsabilité dans la création d'une main-d'oeuvre compétente au Canada. La commission nationale a été formée à la suite de consultations menées par le ministre de l'Emploi et de l'Immigration auprès de divers partenaires sur le marché du travail en vue de trouver les meilleurs moyens d'apporter les modifications nécessaires à la formation professionnelle et aux mesures d'adaptation du marché du travail au Canada.

«Le partenariat, facteur distinctif de ces commissions, est fondamental si nous voulons surmonter les obstacles qui nous ont empêchés jusqu'à présent de résoudre les problèmes relatifs à la formation et aux ressources humaines, a ajouté M. Valcourt. Les syndicats, le milieu des



Pour publication

Date

Le 13 décembre 1991

91-38

POUR DIFFUSION IMMÉDIATE

La CCMO établira un total de 75 commissions locales de mise en valeur de la main-d'œuvre

M. Bernard Valcourt, ministre de l'Emploi et de l'Immigration, a annoncé aujourd'hui qu'une autre étape importante avait été franchie en vue d'établir et de maintenir un engagement plus ferme à l'égard de la formation dans les années 1990 au Canada.

En effet, la Commission canadienne de mise en valeur de la main-d'œuvre (CCMO) a annoncé aujourd'hui un plan visant à créer un réseau d'environ 75 commissions locales de mise en valeur de la main-d'œuvre. Ces organismes joueront un rôle de premier plan dans l'évaluation des besoins du marché du travail et dans l'achat de cours de formation professionnelle au nom du gouvernement fédéral.

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Minister of Employment
and Immigration



Ministre de l'Emploi
et de l'Immigration

For release

Date January 2, 1992
92-1

Prospective immigrants occupation lists revised

OTTAWA - Employment and Immigration Minister Bernard Valcourt today announced that the two occupation lists used in the assessment of applicants wishing to immigrate to Canada - the **general occupations list** and the **designated occupations list** - have been revised to take into account the competitive demands of the Canadian labour market and shifts in the pattern of applications received by posts abroad. The Minister also announced an adjustment in the points awarded to applicants who receive Canadian job offers.

"In a period of economic renewal, the use of the occupation lists assists us in providing Canada with needed skilled workers, helps the provinces reach their immigration objectives and permits us to manage immigration levels effectively," said Mr. Valcourt.

The **general occupations list** and the **designated occupations list** each promote the integration of people who can quickly become gainfully employed and fully enter into Canadian social and economic life.



Based on ongoing analysis of the labour market and of applications received abroad, the **general occupations list** which identifies occupations that are, on a national basis, capable of absorbing newcomers is being revised. The revisions are intended to balance the number of applicants with the number of skilled workers that Canada is able to absorb on an occupation specific basis.

The revised **general occupations list** contains about 105 broad occupational groups, covering over 900 eligible occupations.

In the designated occupation program, provinces are encouraged to determine occupations for which regional labour shortages exist following consultations with the private sector. The number of provinces now participating in the program has risen from three to six. Through the **designated occupations list**, provinces can recruit people with the skills they need from abroad.

"Priority is given to applicants who are highly skilled in occupations needed in specific provinces," said the Minister. "The **designated occupations list** helps the country to remain competitive in the global marketplace by providing skilled workers to important sectors of the economy."

"These immigrants can make unique contributions to regional economic development, to Canada's international competitiveness, and to our future prosperity," said the Minister.

Applicants with arranged employment are currently awarded an automatic 20 points - 10 under the occupational factor and 10 under the arranged employment factor. As of today, only those applicants in occupations requiring a minimum of two years of vocational training will get the automatic 10 points under the occupational factor. Otherwise, applicants will receive the number of points indicated in the **general occupations list**.

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«On accorde la priorité aux requérants très qualifiés dans les compétences qui sont recherchées dans certaines provinces, a déclaré le Ministre. La liste des professions désignées aide le pays à demeurer compétitif sur le marché mondial en fournissant des travailleurs qualifiés à d'importants secteurs de l'économie.

«Ces immigrants peuvent contribuer de façon exceptionnelle au développement économique régional, à la compétitivité du Canada sur le plan international et à notre prospérité future», a ajouté M. Valcourt.

À l'heure actuelle, les requérants dont l'emploi est réservé reçoivent automatiquement 20 points : 10 pour le facteur profession et 10 pour le facteur emploi réservé. A compter d'aujourd'hui, seuls les requérants admissibles à des postes exigeant au moins deux années de formation professionnelle obtiendront automatiquement 10 points pour le facteur profession. Autrement, les requérants recevront le nombre de points indiqué dans la liste générale des professions.

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La liste générale des professions ainsi que la liste des professions désignées favorise chacune l'intégration des personnes qui peuvent rapidement obtenir un emploi rémunéré et participer pleinement à la vie sociale et économique du Canada.

On procède actuellement à la révision de la liste générale des professions, qui énumère, d'après l'analyse permanente du marché du travail et les demandes reçues de l'étranger, les professions pouvant absorber les nouveaux arrivants à l'échelle nationale. Cette révision vise à assurer un équilibre entre le nombre de requérants et le nombre de travailleurs qualifiés que le Canada peut recevoir en fonction de professions spécifiques.

La liste générale des professions révisée comprend environ 105 grands groupes professionnels couvrant plus de 900 professions admissibles. Aux termes du programme de désignation des professions, les provinces sont invitées à établir, après consultation du secteur privé, une liste de professions pour lesquelles il existe une pénurie de main-d'oeuvre. Le nombre des provinces qui participent à ce programme est maintenant passé de trois à six. Grâce à la liste des professions désignées, les provinces peuvent recruter à l'étranger les personnes ayant les compétences dont elles ont besoin.



Pour publication

Date

Le 2 janvier 1992

92-1

Listes révisées des professions pour les immigrants
éventuels

M. Bernard Valcourt, ministre de l'Emploi et de l'Immigration, a annoncé aujourd'hui que les deux listes des professions utilisées pour l'évaluation des personnes qui demandent à immigrer au Canada, soit la liste générale des professions et la liste des professions désignées, ont été révisées pour tenir compte des exigences concurrentielles du marché du travail canadien et des changements dans les types de demandes reçues de l'étranger. Le Ministre a également annoncé un ajustement des points accordés aux requérants qui détiennent une offre d'emploi canadienne.

«En cette période de transformation de l'économie, les listes des professions aident à doter le Canada des travailleurs qualifiés dont il a besoin; elles aident les provinces à atteindre leurs objectifs en matière d'immigration et nous permettent de bien gérer les niveaux d'immigration», a déclaré M. Valcourt.

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Minister of Employment
and Immigration



Ministre de l'Emploi
et de l'Immigration

Government
Publications

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Date

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92-2

January 7, 1992



Language Training Policy

The Honourable Bernard Valcourt, Minister of Employment and Immigration Canada, today announced the policy and program details for the new Language Training Policy for immigrants to Canada. This initiative was first outlined in the five-year Immigration Plan announced in the Report to Parliament, October 1990.

"The integration of immigrants into Canadian communities and their participation in the labour force are critical to Canada's success and future prosperity," said the Minister in Ottawa.

Under the new policy, there are two specific programs: Language Instruction for Newcomers to Canada (LINC); and Labour Market Language Training (LMLT).

Through LINC, immigrants learn basic communications skills to help them integrate into the community and provide them with the language skills they need to pursue more advanced training. LINC training will usually be offered during the immigrant's first year in Canada, and course material will introduce newcomers to Canadian values, rights and responsibilities. About 80 per cent of EIC language training funds are dedicated to LINC.

"Our objective," said Minister Valcourt, "is to offer language training to more newcomers -- and to offer it sooner. Canada's immigrants are a major asset, an invaluable resource. We have to ensure that they can become productive members of the community as quickly as possible. Our future prosperity depends on it. The new language training policy makes language

Canada

training available to immigrants regardless of their immediate labour market intentions."

LINC funds will be concentrated on actual purchase of training, and not on training allowances, as in the past. Flexible training options will enable immigrants to match training courses to their individual needs.

Through Labour Market Language Training, immigrants with existing job skills who are trying to enter the labour market will have access to advanced language training.

Some LINC participants may have access to income support through such other programs as the Adjustment Assistance Program and Unemployment Insurance. In addition, federal and provincial governments are discussing the possible participation of Social Assistance Recipients in language training programs.

For LMLT, participants can have access to Unemployment Insurance, Social Assistance benefits, as well as training allowances.

Under the five-year Immigration Plan, the federal government has committed an additional \$200 million to language training. By 1995, the proportion of newly-arrived adult immigrants receiving language training is expected to rise to 45 per cent of those who need it.

"We look to our partners in provincial governments, in training and immigrant-serving organizations, and in the community at large, to work with us to provide the best language training for newcomers to Canada and to improve the opportunities for immigrants to contribute to and prosper in Canada." said Mr. Valcourt.

Decisions on design, delivery, and evaluation of local language training programs will be made over the next few months in consultation with partners, for implementation on June 1, 1992.

Language training has traditionally focussed on the needs of immigrants entering the labour market. Although more than \$100 million a year is now being spent on language training, only about 28 per cent of newcomers have access to it.

"Without a new approach," the Minister said, "the proportion of adult immigrants learning language skills would become even smaller over the next few years because of rising costs."

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Minister of Employment
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Ministre de l'Emploi
et de l'Immigration

For release

Date January 15, 1992
92-3



Changes to hiring policy for foreign academics

OTTAWA -- The Honourable Bernard Valcourt, Minister of Employment and Immigration Canada, today announced several changes to the hiring policy for foreign academics seeking appointment at post-secondary institutions.

"Education is one of the building blocks of prosperity. Facilitating the entry of international academic expertise in those areas in which Canadians are in short supply contributes to meeting the challenge of international competitiveness", said the Minister.

Following extensive study of supply and demand for qualified academics as well as the universities' experience in recruiting for hard-to-fill vacancies, Mr. Valcourt announced that several disciplines will be exempted from the policy that requires universities to advertise for and consider applications from Canadian academics before turning to foreign applicants.

The exempted disciplines are as follows:

- Business Administration/Management (the exemption will not apply to the sub-disciplines of Industrial Relations, Business Law, Psychology or Economics and is restricted to PhD holders and those who have succeeded in the written doctoral examination but have not completed their thesis);
- Rehabilitative Medicine (applies only to PhD holders);
- Nursing (applies only to PhD holders);
- Engineering (the exemption applies only to the sub-disciplines of computer, electrical and mechanical engineering);
- Computer Science (the exemption applies only to software engineering, networks, artificial intelligence and computer architecture).

"I am especially pleased with the collaboration of the academic community in identifying these changes", said the Minister, noting that the changes follow recommendations by the Consultative Committee on Foreign Academics, composed of the Canadian Association of University Teachers, the Association of Universities and Colleges of Canada and the Canada Employment and Immigration Commission.

The exemptions will be limited to five years and will be reviewed after four. In the meantime, other options to increase the supply of qualified Canadians in these disciplines will be studied.

The Minister emphasized that while advertising in the exempted categories may now be opened to all applicants at the same time, the universities are not relieved of their responsibility to give Canadians first opportunity for positions for which they are qualified and available. "We are committed to maximizing employment opportunities for Canadians in all sectors -- including appointments to post-secondary institutions," the Minister said, adding that "the modified approach will result in a system which will be fair both to Canadians pursuing academic careers and to our universities in their efforts to remain competitive in the face of rapidly changing specialties".

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Ministre de l'Emploi
et de l'Immigration

For release

Date

January 15, 1992

92-4

FOR IMMEDIATE RELEASE

Employment and Immigration Minister Bernard Valcourt chairs international ministers meeting on employment and labour market policies

Bernard Valcourt, Canada's Minister of Employment and Immigration, issued a statement today from Paris on the discussions at a meeting he chaired of the Organisation for Economic Co-operation and Development (OECD).

"These discussions highlight the importance OECD members place in developing cooperative strategies to address unemployment created by the international economic downturn and the major restructuring of the international economy," Mr. Valcourt said.

The Canadian delegation and other participants raised concerns about many common problems such as the need to develop effective training and re-employment programs, to remove structural barriers to employment for women and disadvantaged groups, and special measures to integrate the long-term unemployed as well as newcomers into the labour market.

A key issue that arose during the discussions was the need for governments to examine all labour market policies within an overall framework, to ensure that they are mutually coherent and supportive. For example, young people must be better prepared for their entry into the labour force and for a lifetime of learning as skill requirements change. Different income support measures must also be looked at together to eliminate duplication and remove disincentives and inconsistencies.

"The best way to kill a man -- as Félix Leclerc, the Québec chansonnier wrote -- is to pay him to do nothing," said the Minister.

"We were able to share our experience with Canada's Labour Force Development Strategy and outline its positive features in combining assistance and training measures to help people and communities adjust to the changing demands of the labour market.

"We also showed how changes to our Unemployment Insurance system have allowed Canada to move away from passive income support programs to a greater emphasis on training and earlier re-employment," said the Minister. "In addition, Canada has plans to introduce more active re-employment measures for social assistance recipients."

A significant experimental approach to substitute earned income supplements to replace social assistance will be introduced in British Columbia and New Brunswick.

Participants expressed an interest in Canada's national Stay-In-School campaign directed at potential high school drop-outs. They were also given information about the Canadian government's partnerships with educators,

business, labour and community groups to create the Canadian Labour Force Development Board and to build a learning culture that stresses lifelong learning in the labour force.

Mr. Valcourt emphasized that the Labour Force Development Strategy is very much in keeping with the framework on labour market policies developed by OECD members.

"The sharing of labour market information, strategies and solutions with other countries is essential in helping us formulate appropriate strategies to become more competitive and prosperous as we move through the 1990s and participate effectively as a nation in the global economy," he said.

Mr. Valcourt called on the OECD to perform further work on international comparisons of policies to finance training, on description of models of private sector-government cooperation and consensus building, and analysis of the tax rates and incentives facing unemployed who wish to work.

Vice Chairmen for the meetings of the Employment, Labour and Social Affairs Committee on January 14-15 in Paris were the Labour Ministers from Norway and Italy, while, for the first time, ministers from Hungary, the Czech and Slovak Federal Republic, Poland and Mexico sat in as observers.

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Ministre de l'Emploi
et de l'Immigration

Speech – Discours

NOTES FOR AN ADDRESS

BY

THE HONOURABLE BERNARD VALCOURT, P.C., M.P.

MINISTER OF EMPLOYMENT AND IMMIGRATION

TO THE

MEETING OF THE EMPLOYMENT, LABOUR

AND SOCIAL AFFAIRS COMMITTEE

ORGANISATION FOR ECONOMIC CO-OPERATION

AND DEVELOPMENT (OECD)

JANUARY 14-15, 1992

PARIS, FRANCE

CHECK AGAINST DELIVERY

Canada

- As ministers responsible for employment and for labour markets, we are confronted at this meeting with a number of challenges. Economies around the world are in the midst of transition under the pressures of economic globalization, recession, inflation and political restructuring. Importantly, growing unemployment has now resurfaced: a third of our countries are faced with unemployment at rates of 10 per cent or more. We are reminded by the OECD that there are more than 28 million jobless in OECD countries.
- How do we deal with this problem? Félix Leclerc, a Canadian chansonnier, was very clear: "The best way to kill a man, is to pay him and not let him work". In addressing unemployment we must avoid the temptation of short-term solutions.
- This meeting of OECD Ministers provides us with the opportunities to gain an enhanced understanding of the issues facing us and of strategic, longer-term policies by which they should be addressed. We believe that the new orientations to accommodate structural changes in labour market that are proposed in the OECD report on Labour Market Policies for the 1990's, compel us to look at medium to long-term strategies for much needed structural reforms in labour markets.
- For that reason, we agree that our efforts must concentrate on the quantity and quality of the labour force and the efficiency of the labour market to accommodate economic and social change. We support the progressive shift from passive to active labour market measures to generate more jobs and achieve non-inflationary growth.

Improving the Efficiency of Labour Markets and Access to Jobs

- The first major step in Canada in improving access to labour market programs was the integration in 1976 of the Department of Employment and Immigration and the Unemployment Insurance Commission. This action effectively provided "one-stop-shopping" for clients of labour market services: obtaining income support on the one hand, as well as assistance in finding employment, be it through placement, training or counselling services on the other.

- Over the following several years, it became increasingly clear that the labour market could function more efficiently only if the cooperation of all stakeholders was fully engaged. Such involvement of all the actors is not only rendered necessary by the atmosphere of fiscal restraint facing our governments, but also by a greater interest on the issue and increased desire on the part of all sectors of society to be involved in decision making.
- In 1989, the Canadian Labour Market Productivity Centre, an independent private institution, was given the task of establishing a number of task forces to enquire, among all parties having an interest in labour market issues, as to the direction that policy and programs should take over the next several years. A series of reports and recommendations were presented to the Employment and Immigration Commission, from which The Labour Force Development Strategy (LFDS) evolved.
- The principal thrust of LFDS involved a significant shift of funds from passive (Unemployment Insurance) programs to active training and re-employment activities. It became evident, over the years, that passive income support generated significant disincentives to seeking employment. The reform of the UI program, therefore, involved increasing the number of weeks of insurable employment required to become eligible, increasing the penalty for voluntary quits and reducing the maximum benefit period. At the same time, there was a significant expansion in maternity and parental benefits.
- Active measures involved the shifting of the savings from tightened UI eligibility rules to more effective and comprehensive training and re-employment programs for the unemployed. An initiative was introduced to provide assistance to Social Assistance Recipients to engage in training and employment programs. An important element of the government's approach has been the Claimant Re-employment Strategy - a program designed to target UI beneficiaries for increased counselling and training with a view to early re-employment.
- These measures have been aided by increased cooperation among different levels of government and partners in the private sector. There has been increased realisation that the primary responsibility for skill formation must rest

with the private sector, with the participation of governments, individuals and unions.

Future Skill Needs

- The Canadian Labour Force Development Board (CLFDB) is the result of two years of consultation among labour market stakeholders. The Board's membership includes representatives from business, labour, union, social partners, and the education/training community. These groups appoint their representatives themselves, which was felt in Canada to be a key to ensuring that the Board is a relevant and effective institution.
- While the CLFDB has been in existence for less than a year, it has already provided advice to the government on major training programs and levels of expenditures. Provincial and local boards, as well as sectoral and aboriginal boards, are all at various levels of development. Because the Boards have wide representation and consensus, recommendations will hold considerable weight in the final decisions that are made.
- To build consensus and establish a broad understanding of issues, needs and opportunities, Canada has also established the Prosperity Initiative. Its focus is competitiveness and learning. This initiative is a focused three-tier consultation process. "Community Talks" takes the issues to grass roots Canada; sectoral or portfolio consultations promote discussions of both the issues and solutions among active labour market partners; and the National Steering Group of eminent Canadians has been tasked with developing a broad implementation framework or action plan to involve all stakeholders -- federal and provincial governments, business, labour, educators and individuals -- to participate in ensuring long-term prosperity for Canada and Canadians. All consultations involve an examination of the elements, which combined, determine the nation's competitiveness and prosperity. Of particular significance to future skills needs is a comprehensive investigation of those components associated with learning and skills development: basic and higher education, standards, apprenticeship, school-to-work transition, vocational training, cooperative education, skills training in the workplace, and national occupational standards. The Government of Canada's goal is to establish a blueprint for the development of a learning culture in Canada -- a

blueprint to which all stakeholders can subscribe; a framework for lifelong processes supported by all Canadians.

- Traditional sources of tradespersons no longer meet skills needs; as a result there is a growing emphasis on recruiting into "non-traditional" trades individuals from "non-traditional" groups: women, aboriginals, visible minorities and people with disabilities.
- Governments in Canada have launched several important initiatives to address the problems of women and minorities. We introduced the Employment Equity Act and the Federal Contractors Program 1986 to improve opportunities for the hiring, training and promotion of those segments of society which have traditionally been disadvantaged in competing in the labour market. This legislation and the Federal Contractors program have made a difference and are currently being reviewed to add further improvements.
- Programs directed to specific groups have also been initiated. In particular, the labour force participation rate of women, and their share of many professional occupations, have increased in Canada, as they have in other OECD countries. However, very costly problems remain - the "glass ceiling", job ghettos, salary discrimination.
- We have taken strong fiscal measures to improve the proportion of women in training for apprenticeable trades. In addition to lengthening the period of maternity benefits under the UI system, the ceiling on deductions for child care expenses for working mothers doubled in Canada in recent years, for children under the age of seven.
- A number of major initiatives are being considered and analyzed, including:
 - industry-driven programs of apprenticeship and vocational training, leading to occupational standards common to all provinces;
 - engaging a dialogue with education authorities to encourage the establishment of national education standards;

- investigation of an incentive structure for employers who provide training, as an alternative or offset to a training tax. This could be similar to the incentive structure that has been established to reduce UI premiums for employers who provide paid employee sick leave; and
- further expansion of sector studies, with the cooperation and participation of industry and labour representatives, to determine the volume and course content of training requirements.

Coherence

- The term coherence conjures up many different ideas:
 - from the perspective of the client, when programs are implemented, do the services make sense? Do we have anything approaching the impact of holistic client services?
 - are there processes, structures, coordinating mechanisms to ensure that decisions are made with full knowledge of the impact on related legislation, programs and activities?
 - do the legislated systems, frameworks, rules and terms and conditions of government programs give desired signals? Do they make sense in terms of their interaction? Do they result in proper incentives?
- With respect to the issue of coherence in program implementation, our department has extensive experience in attempting to deliver a unified service to clients for unemployment insurance, for the employment placement service and for employment and adjustment programs. In doing so we need to bring together diverse organizational cultures. The major lesson we have learned, with our Claimant Re-employment Strategy, is the need for intense effort to communicate in all directions.

- With respect to achieving coherence by focusing on coordinating mechanisms and institutions, Australia suggested at the October 1991 OECD Coherence Conference, that the OECD should document the structures used by various countries to reconcile inconsistencies. Canada would support such an initiative.
- Policy integration is feasible only if absolute clarity is shared on objectives, philosophy and accountability. Achieving clarity is a significant investment of time and effort.
- With respect to the coherence of legislated systems, frameworks, rules and terms of conditions -- we often look to Sweden's success in integrating their legislative and policy framework across the labour market, training and income security sectors. In Canada, a forbidding poverty trap faces people at the low end of the income scale. People in receipt of social assistance, unemployment insurance or other government transfer payments, who earn income, are confronted with marginal tax rates at or in excess of 100 per cent. The combined signal of all the systems is to avoid the labour market.
- In many cities in Canada, a person with a nonworking spouse and two children must earn more than \$25,000 per year to be better off working than staying on welfare. The government response in Canada should be to carefully introduce building blocks or changes to systems to provide the current signals and incentives. Wage supplements or tax credits should be based on earned income -- we should de-emphasize payments that are based on income from government transfers. People receiving income security payments should have substantial earnings exemptions or earnings disregard. In addition, they should face a phased marginal tax schedule. We must attack the "poverty" or welfare trap and not penalize social assistance recipients for work.
- We are, in Canada, about to undertake a rigorously monitored experiment to test the outcome of generous earnings supplementation for social assistance recipients. It is based on the premise that a portion of social assistance recipients have the motivation and abilities to obtain employment. But since the wages that they could initially earn are too low to allow them to meet their current family needs, they make a rational decision to forgo employment and to remain on social assistance. And this in spite of the

fact that the work experience and on-the-job training that they might obtain could lead to wage increases that, over time, would allow them to be self-sufficient on their earned income.

- The experiment will take the form of a five-year pilot project to assess the feasibility and cost-effectiveness of an earnings supplementation program for social assistance recipients. Those eligible will be employable social assistance recipients who are sole earners with at least two dependents. Participants will receive counselling and job search assistance, as well as earnings supplementation for up to three years.
- This pilot project if successful, would provide the rationale for a more general earnings implementation program that could help to eliminate a major incoherence between social and labour market policy.
- With respect to the future work of the OECD, there is a need for a descriptive analysis of various countries' schemes for earnings exemption, tax back rates and earnings disregards. The first step in meaningful reform is understanding of the problem. The OECD provided a wonderful service in its analysis and comparative descriptions of active versus passive programs in various countries. A similar invaluable service would be an analytic description of the program and system features that destroy work incentives. We encourage the OECD to undertake this work as a matter of priority. This work will assist governments to ensure their policies are better integrated and thus more effective.

Conclusion

- Operationalizing the New Labour Market Framework will require widening and deepening consensus. Meeting the needs of the labour force will require new forms of cooperation -- in policy and program design and in implementation and delivery of service. We must develop new coordinating and decision processes and mechanisms, involving education, welfare, tax, and labour market authorities working with business, labour and social action groups.

- In Canada, to improve the efficiency of labour markets and access to jobs, we will review the incentives for individuals to participate in the labour market. We will have a massive increase in the provision of training opportunities for unemployed individuals, a billion dollar increase in 1992 compared to 1990. In the near future, we will examine further moves to shift from passive to active programs -- including training, employment and earnings supplementation for people on unemployment or income assistance.
- Providing the skills we need for the future is a critical issue for Canada. Success will require partnerships between all labour market participants, at both national, provincial, and local levels. We will have to cope with the 60 per cent of our youth who enter the labour force with no vocational or post-secondary preparation. We place a high priority on new dimensions of solving this problem, building on international examples.
- Progress on the issues we have been discussing will be facilitated by further OECD work and analysis:
 - documenting different countries' experiences with financing mechanisms such as training taxes, as well as different models of government and private sector cooperation; and
 - reviewing the approaches of various countries in encouraging earnings for people receiving government income transfer such as tax-back rates and earned income exemptions.

BACKGROUNDER
Ministerial Meeting
of the
OECD Employment, Labour and Social Affairs Committee

LABOUR MARKET POLICIES FOR THE 1990's

January 14-15, 1992
Paris, France

General

Over the past four years the OECD has undertaken seminal policy research into the incentive structures within member countries' income support programs such as unemployment insurance and the effectiveness of complementary training and re-employment programs. Its conclusion is that many OECD countries should better integrate these two program streams. In particular the OECD has recommended that "passive" income support expenditures be converted into "active" investments in required labour market skills by enabling and assisting people to participate in training while on social assistance or unemployment insurance. In addition, the OECD has, in recent years, prepared a number of comparative analyses of the unemployment insurance systems in member countries. One of the recurring conclusions is that these programs cause disincentives to work and frequently do more to hamper labour market adjustment than promote it. OECD Ministers reaffirmed the importance of this work, and shared perspectives on the progress made within their own countries to move forward in the direction the OECD has recommended.

In the OECD's study of active versus passive program expenditure, published in its Labour Market Policies for the 1990's, Canada ranked 20th out of the 23 member countries with only 24 per cent of Canada's labour market program expenditures on active measures. This standing was an important consideration in the Government's subsequent decision to reform the Unemployment Insurance (UI) program and introduce the Labour Force Development Strategy. The changes to UI that were put in place in November 1990 were, as stated in today's Ministerial communique, designed to provide more positive incentives to participate in employment and to support these incentives with more effective and comprehensive training and re-employment programs. The changes resulted in shifting 10 per cent of passive expenditures to active training measures within the UI Program, identified as the Developmental Uses of UI. As a result, expenditures on Developmental Uses have increased by 260 per cent since 1990, from about \$500 million to a budget of \$1.8 billion in 1992. In order to ensure greater effectiveness of these new training programs, the Labour Force Development Strategy provided for the involvement of business, labour, educators and social action groups in their design and implementation.

Despite the reforms of 1990, Canada's expenditures on Unemployment Insurance remain very large. About \$20 billion was spent in 1991. The Program is financed entirely by payroll deductions and premiums paid by employers and workers. Premium contributors and the Government are dismayed that premiums have had to be raised recently to ensure the program remains on a sound financial footing.

Notwithstanding the program changes of 1990, Canada still spends only 30 per cent of its labour market expenditures on active programming - a marginal improvement that would likely place Canada 15th among the 23 OECD countries, even if none of those countries increased its proportion of active expenditures. The experience of countries such as Sweden, Italy and Germany demonstrates that there is considerable scope for further reorientation in Canada.

With respect to the promotion of a "learning" or training culture, Canada has asked the OECD to undertake comparative analyses of member countries' experiences in a number of areas. Of particular importance is a study of what employers actually spend on skills development and the government policies that encourage training, or that require employers to provide it. It is estimated, for example, that the Canadian private sector spends \$1 on training for every \$2 spent by their counterparts in the United States, every \$5 in Japan, and every \$8 in Germany. Countries such as France and Australia have addressed the issue of adequate private sector training by enacting a training tax. It is of paramount importance for member countries, such as Canada, which appear to perform poorly in this area, to have a much better understanding of environments that succeed in achieving much higher investments in training.

Canada has also recommended that the OECD conduct a review of the difference institutional structures that exist in various countries to involve all stakeholders in labour market issues. This would be of particular benefit to those member countries which have not yet moved forward in this area. In the creation of the Canadian Labour Force Development Board, Canada learned much from the recent experiences of Britain and the Netherlands, and the long-standing system in place in Germany.

Canada has commended the OECD for its work now under way to compare vocational training systems among member countries, and has asked that a special effort be made to conclude this work quickly. It is estimated that in Canada some 60 per cent of youth enter the labour market directly from school with virtually no job skill preparation. This is in stark contrast to the comprehensive vocational programs integrated into the school systems found in many other OECD countries. A thorough understanding of these different approaches and their relative strengths will provide an important input into the Canadian debate on the issue of entry-level training under the Learning Consultations.

Coherence and Consistency in Policies

Building on the work which culminated in Labour Market Policies for the 1990's, the OECD has now taken on the challenge of examining not only how to make labour market programs more effective but how to co-ordinate and harmonize the whole range of social and economic policies and programs. Greater coherence among these programs is required in order to improve the quantity and quality of labour market opportunities within member countries and the fairness of their distribution.

This means moving beyond attempts to make labour market policies and programs more effective and internally coherent: it requires that links be forged between these policies and programs and broad macroeconomic, social and educational policies so that their combined impacts will be more mutually reinforcing and, as a result, more productive.

In the case of Canada and other federal states this will mean effective co-ordination, not only across departmental lines within each level of government, but across jurisdictional lines as well. It will involve agreement on goals and principles, as well as on devising ways to dovetail the implementation of specific policies. Nor can such a process merely involve governments. It must also include effective consultation with representatives of business, labour and community groups. There is a very broad range of issues involved: from the broad thrust of fiscal and monetary policy, to basic literacy and numeracy, child care and administrative details on referrals to programs offered by different levels of government and a myriad of community groups.

Improving the performance of these various institutions, with their differing priorities and objectives, requires a cooperative consultative process. This is now being established at the national, provincial and local levels under the aegis of the Canadian Labour Force Development Board. We are confident that the Board can play a major role in building a consensus and identifying optimum positions on these issues.

To assist this process, the OECD is being invited to monitor and review approaches to coherence of social and labour market policies within member countries. Canada has asked the OECD to establish a data base and analytical tools which will enable real transnational comparisons of such issues as the "welfare trap." This term refers to the fact that families and individuals attempting to break out of cycles of dependency often face real financial disincentives. The lack of integration between the social assistance regime and income tax policy leads to prohibitively high marginal tax rates on earnings as one moves off social assistance. The varied approaches taken to social security issues among the OECD countries ensure that much can be learned through an inter-country comparison about how to resolve this issue.

As always, the OECD is providing critical guidance to member countries as they travel down the difficult road of labour market reform. Canada has had the privilege of chairing this recent meeting of OECD Ministers and, as always, has found much to learn from other member countries. The Minister of Employment and Immigration Canada wishes to thank the OECD for its hospitality in providing this informative forum.

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January, 1992

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Minister of Employment
and Immigration



Ministre de l'Emploi
et de l'Immigration

For release

Date

January 22, 1992

92-5

FOR IMMEDIATE RELEASE



**Government of Canada urges Canadians to get involved in
their own skills upgrading and training**

Employment and Immigration Minister Bernard Valcourt today announced that an eight-page tabloid on the importance of learning and training will be sent to each Canadian household during the week of January 20, 1992.

"The key issue addressed in the tabloid is Canada's need to develop a highly skilled workforce," Mr. Valcourt stated.

"This will not only contribute to Canada's international competitiveness. A skilled workforce also supports the economic and social fabric of the country, strengthening our ability to achieve the standard of living we, as Canadians, want," the Minister said.

Entitled Invest in your own future - Lifelong learning can pay off for you, the tabloid contains sections for workers, employers and students, providing them practical tips on how to get more training.

This tabloid is one in a series that explains the priorities of the federal government. Canada, like many other leading industrial countries, has had to undertake an economic restructuring.

To ensure that Canada prospers in the global economy, the Government of Canada has taken a comprehensive look at labour force development, including the move from passive income support programs to a greater emphasis on training and earlier re-employment.

"Through the Prosperity Initiative, we have tied together policy development for international competitiveness and for our skills development. Our policy approach recognizes that to compete better we must learn better," said Mr. Valcourt.

The Government of Canada produced tabloids on the Goods and Services Tax in 1991 and on the Economic Plan in 1990. Surveys show the tabloids are cost effective in communicating government policy information directly to Canadians. This tabloid was produced at a cost of approximately 13 cents per copy.

Referring to the training tabloid, the Minister added, "Investment in training and human resource development is a shared, co-operative responsibility for all Canadians. Employment and Immigration Canada is working in partnership with Canadians -- business, labour, social action groups, educators, trainers and governments -- to foster prosperity through training."

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Minister of Employment
and Immigration



Ministre de l'Emploi
et de l'Immigration

For release

Date

January 30, 1992

92-7



Valcourt announces improvements to the Foreign Domestic program

OTTAWA -- The honourable Bernard Valcourt, Minister of Employment and Immigration, today announced changes to the Foreign Domestic Movement (FDM) program designed to address the concerns of domestic workers and employers.

"These measures respond to the concerns raised by various groups and individuals during the review of the program," the Minister said. "While most employers have met their obligations under the program, there has been abuse. These changes will address those concerns as well as our need to ensure that those entering the Canadian labour market are equipped to function in a competitive environment."

Improved information and counselling tools will be available to domestic workers and employers to inform them of their rights and obligations under the program.

In addition, Mr. Valcourt will be writing to his provincial counterparts to request their cooperation in examining the level of protection provided domestic workers by their respective provincial labour and employment standards.

Domestic workers will continue to be eligible to apply for landed immigrant status in Canada following successful completion of at least two years of live-in domestic work.

Eligibility under the new program will be open to those who have the equivalent of a Canadian grade 12 education, who have completed six months full-time training in a field or occupation related to live-in care, and who speak either English or French. Domestic workers who want to change jobs for legitimate reasons once they are in Canada will be permitted to do so. The Record of Employment will be used to assess adherence to the program criteria.

"By making these changes, we are meeting a real labour market need and ensuring that people admitted to Canada under this program are bringing with them skills and experience required in Canada's labour market, thereby contributing to and participating in the present and future prosperity of our country," Minister Valcourt said.

Domestic workers already admitted to Canada under the FDM program or whose applications have been

approved abroad will continue to be considered under the previous program policy.

The new program will be implemented in accordance with sound management principles as signalled in the 5-year immigration plan announced in October, 1990.

The current program will be closed for twelve weeks, effective immediately, to allow presently unemployed domestic workers an opportunity to seek positions and to allow for instructions and information on the new program to be implemented.

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Minister of Employment
and Immigration



Ministre de l'Emploi
et de l'Immigration

For release

Date

FOR IMMEDIATE RELEASE

February 19, 1992

92-08



**Employment and Immigration Canada and British Columbia
wood products industry to undertake joint study**

Employment and Immigration Minister Bernard Valcourt today announced funding of more than \$100,000 for an initiative from the Western Wood Products Forum to study future human resource requirements in the British Columbia wood products industry.

The Western Wood Products Forum is a joint labour-management organization established to develop solutions to critical employment problems in the wood products industry. The Forum is chaired by Jack Munro, President, IWA-Canada and Ray Smith, President & C.E.O., MacMillan Bloedel, Ltd.

The study is the first phase of a planned national investigation designed to ensure the long-term competitiveness of Canadian wood products.

"The wood products industry faces major challenges," said Mr. Valcourt. "To be in a position to meet these challenges it needs a skilled workforce to compete in the next decade."

The study will be directed by a steering committee of employer, employee, industry association and government representatives many of whom are members of the Western Wood Products Forum.

"Similar studies have helped other industrial sectors and gain a competitive edge," Mr. Valcourt added.

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MI
-R21

Minister of Employment
and Immigration



Ministre de l'Emploi
et de l'Immigration

Gouvernement
Publication

For release

Date

FOR IMMEDIATE RELEASE

February 19, 1992

92-09

**Employment and Immigration Canada and Broadcasting
Industry to undertake joint study**

Employment and Immigration Minister Bernard Valcourt today announced that a \$200,000 study has been launched to examine human resource issues in Canadian radio and television broadcasting, cable and specialty services, and film and video production.

"The broadcasting industry", said the Minister, "is in a period of considerable change with respect to both industry structure and technology. Crucial to its success will be the development of a human resource strategy for the future. This is also true for the independent film and video production sector."



The study, which will include a thorough assessment of the current state of the industry as well as likely future trends and developments, will provide the analytical foundation for such a strategy. Also in the study will be an examination of current training efforts and the links between industry and educational institutions and an assessment of the impact of new technology on skill requirements. In addition, issues and problems with respect to employment equity legislation will be identified.

"It is encouraging", the Minister said, "to see broadcasting and film and video industries taking the initiative to address the important area of human resource development. Given that the various sub-sectors of these industries are individually and collectively developing long-term strategies to address general industry issues, it is an opportune time to examine the contribution and the potential of the workforce."

The study is being initiated at the request of the Canadian Association of Broadcasters (CAB) and is sponsored by the Sector Studies Directorate of Employment and Immigration Canada (EIC). Also participating in the study will be the Canadian Cable Television Association (CCTA), the Canadian Broadcasting Corporation (CBC), the Canadian Film and Television Production Association (CFTPA), the National Film Board (NFB), and educational broadcasters as well as representatives from the Broadcast Educators Association of Canada (BEAC), National Association of Broadcast Employees and Technicians (NABET), the

Alliance of Canadian Cinema Radio and Television Artists (ACTRA), Toronto Women in Film and Television (TWIFT), and Communications Canada.

"The co-operative approach adopted by this diverse group of stakeholders should serve as an example for other industries wishing to address human resource concerns", the Minister said. "It is the approach upon which the recent creation of the Canadian Labour Force Development Board was based and one that is essential for an industry to succeed in today's economic environment."

Representatives of above groups have formed a steering committee which will manage the project and oversee the work of the consulting firm, Peat Marwick Stevenson & Kellog which will conduct the research. Final results are expected by late 1992.

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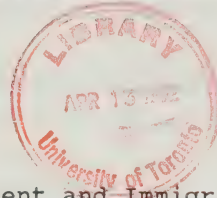
Gouvernement
Publication

For release

Date

FOR IMMEDIATE RELEASE

92-12
March 31, 1992



OTTAWA -- the Canada Employment and Immigration Commission today announced new fees and fee exemptions for immigration services. They will come into effect April 1, 1992. These initiatives form part of multi phase fees initiatives being implemented by Employment and Immigration Canada.

The revised fees and modified fee exemptions are described in the attached schedule and backgrounder.

The revenue generated will be used, as with previous changes, to offset the costs of immigration services both in Canada and abroad. These changes are consistent with government deficit reduction and user fee policies. They reflect sound economic management and the commitment by the government to reduce expenditures and the cost to Canadian taxpayers. They will also result in service improvements for clients in Canada and abroad.

The fees being charged for immigration services are consistent with those charged by other countries. In all cases, the fees do not completely cover actual processing costs.

Relevant applications which are postmarked on or before midnight April 1, 1992, will be processed under the existing fee schedule. Refugees and members of Designated Classes processed abroad remain exempt from payment of fees.

See attached backgrounder.

For more information contact:

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Cost Recovery Program
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BACKGROUNDER TO PRESS RELEASE 92-12

Subject: Amendments to Cost Recovery Program Phase 3B

The amendments introduce fees and fees exemption for other immigration services. These changes are part of on-going cost recovery program fee initiatives.

These amendments to the immigration Cost Recovery Program have been pre-published in the Canada Gazette and they come into effect April 1, 1992.

Changes that are to come into effect:

File Transfers and Sale of Data

A fee of \$50 will be introduced for a request by an individual for the transfer of his or her client file when the person relocates to another area either within Canada, abroad, or between Canada and abroad.

The sale of data fee introduced is for ad hoc and customized statistical data compiled by the Immigration Information Centre on national immigration activity.

Introduction of Amendments to Current Processing Fees

The processing fee for Visitor Extension family rate will increase from \$50 to \$100 and the processing fee for Family Business applications will increase from \$150 to \$250. Also being introduced, is a \$225 maximum fee for combination of documents for members of a family who are applying at the same time and at the same place. The documents included in this maximum fee are Employment Authorization, Student Authorization, Visitor Extension and Minister Permit and/or Extension.

Other Amendments

A Visitor Visa fee exemption modification will be introduced applicable to diplomatic

or consular officers, representatives or officials of a foreign country and their dependents. The amendment will be the removal of the requirement to be on official duty.

An **Employment Authorization exemption** is amended to limit the fee exemption for this service to a person in Canada who has made a claim to be a Convention refugee and has not had the claim finally determined by the Immigration Refugee Board (IRB).

A **Student Authorization fee exemption** is introduced for foreign military personnel and their dependents. This exemption is to keep with courtesies normally offered to military persons and their dependents.

The **Student Authorization fee exemption** which allows persons and their dependents who are employed by religious organizations to receive this service at no cost, is being amended to restrict the fee exemption to clergy and lay persons whose duties are mainly preaching, presiding at liturgical functions or spiritual counselling.

Immigration Services

As in the previous amendment Phases, the additional revenue generated will offset the cost of immigration services borne by the Canadian taxpayer. The only alternative is not to change the fee schedule and keep the status quo. This would only lead to an increase in the financial burden on the Canadian taxpayer, the majority of whom do not utilize immigration services.

Not to make the other amendments to regulated provisions of the Immigration Act Fees Regulations would advocate some inconsistent fee exemptions and be in contravention of accepted protocol practices involving foreign dignitaries.

The amendments are consistent with government-wide application of deficit reduction. The application of fees to most Immigration services was recommended by the Auditor General in his 1990 Report to Parliament entitled "Management of the Immigration Program" and was endorsed by Treasury Board.

Operational procedures to collect fees are already in place at our points of service, and little or no disruption to staff is anticipated.

IMMIGRATION Canada

Fee schedule for immigration services

EFFECTIVE APRIL 1, 1992 the following fees will be charged for immigration and visa services.

Service	Fee
Immigrant Services	
Application for permanent residence	
Application for landing in Canada requiring visa exemption & sponsorship undertaking	
Applicant plus one dependant	\$350
Dependant under age 19, who is not a spouse	\$ 50
Dependant 19 and over, spouse	\$350
Entrepreneur, investor, self-employed	
Applicant plus one dependant	\$500
Dependant under age 19, who is not a spouse	\$ 50
Dependant 19 and over, spouse	\$350
Order-in-Council	
Each request	\$250
Family Business Application	
Each application	\$250
Certification of Record of Landing	
Individual	\$ 25
Family	\$ 50
Returning Resident Permit	
Individual	\$ 75
Family	\$150
Visitor Services	
Visitor Visa	
Individual	\$ 50
Family	\$100
Collective Certificate — Per person	\$ 40
Visitor Extension	
Individual	\$ 50
Family	\$100

Discretionary Entry	
Individual	\$ 75
Family	\$150
Group (2 to 14) Entertainers	\$150
Student Authorization	
Individual	\$ 75
Family	\$150
Employment Authorization	
Individual	\$ 75
Family	\$150
Group (2 to 14) Entertainers	\$150
Replacement of Immigration Record	
Individual	\$ 25
Family	\$ 50
Combination of Documents — Maximum Rate	\$225

Other Services

Minister's Permit	
Individual	\$100
Family	\$200
Group (2 to 14) Entertainers	\$200
Extension to Minister's Permit	
Individual	\$100
Family	\$200
Group (2 to 14) Entertainers	\$200
Callout/Overtime (in Canada)	\$100 minimum or \$27/hr.
Minister's Consent/Deportation	
Individual	\$250
Criminal Rehabilitation	
Individual	\$250
Transcript of Inquiry*	
Each Transcript	\$ 75
Investment Proposal Assessment	
Each Proposal	\$4500
Investment Proposal Amendment	
Each Amendment	\$1500
File Transfer*	
Each Request	\$ 50
Sale of Data*	
Each request for specific information**	\$ 20

* Subject to the Goods and Services Tax.

** Includes maximum 5 minutes central processor unit time: each additional minute to be charged at \$20 per minute

All fees must be paid in Canadian dollars in Canada and/or the equivalent local currency overseas.

Convention Refugees and people who enter Canada under any Government humanitarian program are normally exempt from any of these fees.

Since the charges apply to the cost of considering your application, there is *no refund* if you are not successful.

If you have any questions or would like more information before you submit your formal application, please ask! We'll be glad to help.





For release

Date

April 7, 1992
92-13

**VALCOURT REPORTS PROGRESS ON IMMIGRATION ENFORCEMENT
INITIATIVES**

The Honourable Bernard Valcourt, Minister of Employment and Immigration Canada (EIC), today reported that since the introduction of the present refugee determination system in 1989 and improved enforcement provisions, removals have more than doubled.

"We do remove people under due process of law who abuse our Immigration and refugee determination systems. Protecting our borders and the Canadian Society is a priority of Canada's immigration policy," Mr. Valcourt said.

Last year, EIC removed over 4,400 people from Canada, 1,600 more than were removed in 1990, and 2,000 more than removed in 1989. Some 500 of those removed in 1991 were convicted criminals and several were known terrorists.

"During January and February of 1992, a total of 1,202 persons were removed, already half the total for all of 1989," the Minister stated.

"The integrity of our immigration and refugee determination system requires the removal of persons found ineligible to remain in Canada," he said.

Additionally, interdiction abroad is an increasingly effective tactic used by Immigration officials for preventing the arrival of people who use illegal means to come to Canada and whose identity is unknown.

"These initiatives include cooperative efforts with governments and enforcement departments of other countries, monitoring and analysis of illegal migration and the training of airline staff to recognize fraudulent travel documents," Mr. Valcourt said.

Recently, "**Operation Shortstop**" was conducted to gather information on illegal practices such as the use of fraudulent documents and organized smuggling. During this operation, 23 Immigration officers were sent to selected major transit locations overseas. They identified a total of 964 passengers holding fraudulent documentation, who were thereby prevented from abusing Canada's immigration and refugee determination systems at the taxpayers' expense.

Where organized smuggling was suspected, the cases were referred to the RCMP. Projects such as "**Operation Shortstop**" will continue in the future.

The Minister noted that counterfeiters have access to modern technology and are using increasingly sophisticated forgery tools.

"We will continue to introduce new methods and improved technologies to identify counterfeit, altered travel documents and to improve the removal process," said Mr. Valcourt.

Future initiatives of EIC will also include more sophisticated computer systems to enhance the tracking of removals and reinforce links with police and the court monitoring system in Canada and abroad.

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Ministre de l'Emploi
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For release

Date

April 15, 1992

92-14

FOR IMMEDIATE RELEASE



**Minister Valcourt announces \$20 million in support of
National Strategy for the Integration of Persons with
Disabilities**

Employment and Immigration Minister Bernard Valcourt recently announced the allocation of \$20 million over the next five years under the federal National Strategy for the Integration of Persons with Disabilities. The department commits more than \$50 million each year to the delivery of programs in support of training and employment of disabled persons.

"This funding will increase the participation of persons with disabilities in Employment and Immigration Canada (EIC) programs and services through promotion, partnership and awareness," Mr. Valcourt said.

Speaking at the "Work on Track" open house in Scarborough, the Minister noted that EIC is one of 10 federal departments working under the initiative to help persons with disabilities participate more fully in society. The \$158-million Strategy was announced last fall by Prime Minister Brian Mulroney.

EIC will use the funding to increase access to its programs and services by persons with disabilities. Some funds, for example, will enable information on programs and services to be translated into braille and recorded on tape.

As well, EIC will establish the Canadian Committee on Employment and Disabilities in response to a report made by the Coalition of Provincial Organizations for the Handicapped. This committee will look for ways to implement the report's 57 recommendations for improving access to its programs and services by persons with disabilities.

Under the Canadian Jobs Strategy, the federal government will fund various mechanisms to help organizations provide better employment services, and identify the needs of employers and potential trainees.

The funding will also educate people about the needs and capabilities of persons with disabilities. EIC will train Canada Employment Centre staff and develop promotional materials to help employers realize the capability of skilled workers with disabilities.

"This initiative will help EIC get its message out to persons with disabilities and spur our economic partners into action," Mr. Valcourt added. "I believe the most important way for Canada to achieve prosperity is to develop our most valuable national asset: our human resources."

EIC is one of 22 participating federal government departments and agencies at the Independence '92 International Conference and Exposition, to be held in Vancouver next week. The theme of the conference, which is expected to attract 7,000 participants from 80 countries, is self-determination by persons with disabilities.

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Les fonds serviront également à informer les gens des besoins et des aptitudes des personnes handicapées. EIC assurera la formation des employés des Centres d'emploi du Canada et il élaborera des documents publicitaires visant à aider les employeurs à reconnaître les aptitudes des travailleurs handicapés qualifiés.

« Cette initiative aidera EIC à communiquer son message aux personnes handicapées et à inciter ses partenaires économiques à prendre eux aussi des mesures. Je crois que c'est principalement par la mise en valeur de notre bien le plus précieux: nos ressources humaines, que le Canada assurera sa prospérité, » d'ajouter M. Valcourt.

EIC compte parmi les 22 ministères et organismes fédéraux qui participeront à l'Autonomie 1992, qui aura lieu à Vancouver la semaine prochaine. On s'attend à ce que 7 000 personnes de 80 pays assistent à cette conférence et à cette exposition internationale, dont le thème est l'autodétermination des personnes handicapées.

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fédéraux qui s'emploient, dans le cadre de cette initiative, à accroître la participation des personnes handicapées à la société. C'est le Premier ministre, M. Brian Mulroney, qui a annoncé l'autisme dernier la mise en oeuvre de cette stratégie, dont le coût s'élèvera à 158 millions de dollars.

Elle utilisera les crédits affectés pour améliorer l'accès des personnes handicapées à ses programmes et à ses services. Par exemple, certains renseignements sur ses programmes et services pourront être traduits en braille et enregistrés sur cassette.

En outre, l'ElC mettra sur pied le Comité canadien de l'emploi et des personnes handicapées, comme l'a recommandé dans son rapport la Coalition des organisations Provinciales Ombudsmen des Handicapés. Ce comité tentera de trouver des moyens d'appliquer les 57 recommandations, formulées dans le rapport, dont l'objet est d'améliorer l'accès des personnes handicapées à ses programmes et à ses services.

Dans le cadre de la Planification de l'emploi, le gouvernement fédéral financera diverses mesures visant à aider des organismes à offrir de meilleurs services d'emploi et à déterminer les besoins des employeurs et des stagiaires éventuels.



Pour publication

Date

Le 15 avril 1992

92-14

DIFFUSION IMMÉDIATE

M. Valcourt annonce l'affectation de 20 millions de dollars à l'application de la stratégie nationale pour l'intégration des personnes handicapées

M. Bernard Valcourt, ministre de l'Emploi et de l'Immigration, a annoncé récemment que 20 millions de dollars seront affectés au cours des cinq prochaines années à l'application de la stratégie nationale pour l'intégration des personnes handicapées. Chaque année, le Ministère consacre plus de 50 millions de dollars à l'exécution de programmes visant à favoriser la formation et l'emploi des personnes handicapées.

«Ces fonds serviront à financer des activités de publicité et de sensibilisation ainsi qu'à établir des partenariats, ce qui permettra d'accroître la participation des personnes handicapées aux programmes et services offerts par Emploi et Immigration Canada» a indiqué M. Valcourt.

Pendant l'allocation qu'il a prononcée à la Journée portes ouvertes organisée à Scarborough par les responsables du projet «Work on Track», le Ministre a souligné qu'EIC est au nombre des dix ministères

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Ministre de l'Emploi
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For release

Date

April 16, 1992
92-15

EIC and Canadian Pulp and Paper Industry to undertake joint study

Employment and Immigration Minister Bernard Valcourt today announced funding of \$250,000 to examine and analyse the overall human resource planning requirements of the Canadian pulp and paper industry.

Letters of support for the study were sent to the Minister by the president of the Canadian Pulp and Paper Association, Mr. Howard Hart, and the president of the Canadian Paperworkers Union, Mr. Don Holder.

"Their willingness to participate provided the momentum that resulted in the decision to undertake this initiative." Mr. Valcourt said.

"I fully support partnerships between labour and business groups on a sectoral basis, particularly when it comes to assessing the present and future training and human resource development needs," he added.



The Minister underlined the importance of the pulp and paper industry to Canada, both in terms of economic and employment impact. Similar studies have helped other industrial sectors to gain a competitive edge.

The study is directed by a steering committee made up of representatives from across the country, from pulp and paper companies, unions, employer and employee associations, educational institutions, and federal and provincial government departments. The official launch of the study occurs today at the first meeting of the steering committee in Ottawa. EIC Commissioners Peter Doyle and Fernand Boudreau are the co-chairs of the steering committee.

The final report will provide recommendations for dealing with a variety of human resource issues facing the industry over the decade. Similar reports in other sectors have formed the basis for industry training strategies. The report will examine issues such as the implications of technological, economic, regulatory, and environmental changes on the existing and future pulp and paper workforce. The report is scheduled to be completed in early 1993.

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Minister of Employment
and Immigration



Ministre de l'Emploi
et de l'Immigration

For release

Date

April 27, 1992

92-16



Valcourt announces new Live-in Caregiver Program

OTTAWA -- The Honourable Bernard Valcourt, Minister of Employment and Immigration, today announced the implementation of a new program, replacing the former Foreign Domestic Movement Program and ending the twelve-week moratorium on the acceptance of new applications.

Effective immediately, the Live-in Caregiver Program will enable qualified caregivers from abroad to take employment as caregivers in Canada. Program participants will meet a labour market shortage of Canadians to fill these positions.

"The new program responds to concerns expressed by employers, domestic workers and their representatives over the course of the extensive review of the former program," the Minister said. "I am confident that the new requirements will ensure that those who participate in the Live-in Caregiver Program have the skills and experience to meet labour market demands."

Under the regulations which govern the new program, eligibility will be open to those who can demonstrate:

- o successful completion of the equivalent of a Canadian grade 12,
- o six months full-time training in a field or occupation related to the job they are seeking as a live-in caregiver (this training may have been completed as part of the formal education or in a non-classroom setting provided the training was part of a course of instruction for which a rated assessment was given) and
- o the ability to speak, read and understand either the English or French language.

Minister Valcourt confirmed that he has written to his provincial counterparts to request their cooperation in examining the level of protection provided to live-in caregivers from abroad under provincial labour and employment standards.

Live-in caregivers will be eligible to apply for permanent resident status from within Canada following completion of at least two years of live-in caregiving work.

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BACKGROUNDER

THE LIVE-IN CAREGIVER PROGRAM

Eligibility criteria have recently changed for an Employment and Immigration Canada program which has brought Canadian employers and foreign live-in care workers together since 1981. Effective April 27, 1992, the Live-in Caregiver Program replaces the Foreign Domestic Movement Program.

The Live-in Caregiver Program is designed to bring workers to Canada on a temporary basis for certain kinds of live-in work. Employees hired under this program are those who will provide child care, seniors home support care or care of the disabled, without supervision, in a private household. The program is designed to meet a labour market shortage of Canadians to fill the available positions.

Changes which have been made are the result of an extensive review of the former Foreign Domestic Movement Program. All submissions prepared by interest groups were thoroughly studied and analyzed. Many of the changes being introduced are in response to these submissions and suggestions about how the program could be improved. The changes strike a balance between the needs of the employer and the needs of the live-in caregiver.

The groups in question made the following recommendations:

- . improve protection of caregivers under provincial labour laws
- . increase counselling and information materials
- . remove requirement for upgrading while in Canada
- . eliminate first year assessment interview of program participant
- . abolish use of release letter necessary for caregiver to change employer
- . remove live-in criteria
- . encourage use of contract of employment
- . grant permanent resident status on admission to Canada
- . improve status of domestic work
- . streamline inland processing.

All but two of these recommendations have been incorporated into the new program. The recommendation to eliminate the live-in requirement would necessitate the termination of the program; the program exists only in response to a labour market need for **live-in** care while there is no shortage of caregivers who will live out. With respect to the recommendation that caregivers receive permanent resident status on arrival, it should be noted that even the advocacy groups admit that less than half of those arriving here under those circumstances would in fact fill the job they came to Canada to do. This would put employers who have counted on these people to provide the necessary care in an untenable position.

Under the Live-in Caregiver Program, the requirement for a grade 12 education and six months training in a caregiving field reflects the level of responsibility given to live-in caregivers and recognizes the skills required to work independently in a caregiving role. It also reflects the increasing demand for higher education levels in the Canadian labour market. Workers participating in the program are allowed to apply for permanent residence from within Canada following a minimum of two years of live-in caregiving work. If accepted, they become eligible to enter the general labour market rather than being restricted to only one type of work as Live-in Caregiver Program participants.

Studies have shown that over the next ten years, 65% of new jobs in Canada will require at least grade twelve. To bring workers to Canada who are unequipped to meet the challenges facing the Canadian workforce in the nineties would be a disservice to all concerned. Statistics have shown that most of those who came to Canada under the Foreign Domestic Movement Program requirements and left domestic work (80% within five years of arrival) did not succeed in improving their situation. In fact, the average income of those who moved into the general labour market was only marginally higher than the wage received as a domestic worker. Since room and board was no longer being provided, their incomes were in fact lower in real terms. This wage compares to the low income cutoff for most citizens in Canada. The same statistics demonstrate that this situation is sharply mitigated if the worker has the equivalent of grade 12.

Our analysis of the qualifications of those domestic workers who already come to Canada and our research into international educational systems indicate that there will **not** be a fundamental shift in the source countries from which participants come. Over the last ten years, program participation has grown from 3,500 to 7,260 in 1991. The Philippines, which represented 15% in 1981, now account for 68% of program participants. European workers continue to represent approximately the same share (15%) of the program as they did in 1981 while workers from the Caribbean (originally 15% of participants) represented only 4.7% (or 342 workers) in 1991.

To provide the best available care to Canadians, the new program broadens eligibility to include caregiving skills gained from the full range of caregiving training including early childhood education, geriatric care and institutional care. In this way, workers who are proficient in a variety of caregiving occupations will be admitted. The pursuit of training in a care-related field is often an indication of an ongoing interest in child care, seniors home support care or care of the disabled.

The six months of training can be included in the grade 12 requirement. Training could also include non-classroom training, that is training acquired while serving as a learner or trainee under the instruction of a qualified trainer or educator who provides a rated assessment.

Participants in the Live-in Caregiver Program will also be required to demonstrate an ability to speak, read and understand either the English or the French language. Caregivers must be able to contact emergency services if necessary or be able to read labels to give medication, for example. A good knowledge of English or French will also enable caregivers to read and understand their rights, obligations and protections.

programme est passé de 3 500 à 7 260. Les Philippines, d'où venaient 15 % des participants en 1981, viennent en tête maintenant avec 68 % des participants. Les travailleurs venus d'Europe continuent de représenter approximativement la même proportion (15 %) des participants qu'en 1981, alors que ceux qui viennent des Antilles, qui représentaient à l'origine 15 % des participants, ne représentent plus que 4,7 % (342 travailleurs) en 1991.

Pour que les travailleurs admis en vertu du nouveau programme offrent les meilleurs soins possibles à des Canadiens, les conditions d'admissibilité ont été renforcées. Les participants doivent désormais avoir des compétences acquises grâce à une formation dans le domaine des soins aux personnes, notamment la puériculture, les soins aux personnes âgées et les soins en établissement. Il est possible ainsi d'admettre des travailleurs ayant des compétences diverses dans ce domaine. Le fait d'avoir suivi des études dans le domaine des soins aux personnes dénote souvent un intérêt réel pour le soin des enfants, des personnes âgées en résidence ou des personnes handicapées.

Les six mois de formation peuvent faire partie des études équivalant à la douzième année ou constituer une formation pratique, reçue dans le cadre d'un programme dispensé par un personnel qualifié qui délivre une attestation officielle des résultats obtenus par l'étudiant.

Les participants au programme concernant les aides familiaux résidents doivent également être capables de parler, de lire et de comprendre le français ou l'anglais. Les aides familiaux doivent être capables de communiquer avec des services d'urgence, au besoin, ou de lire des étiquettes s'ils doivent administrer des médicaments, par exemple. Le fait de connaître le français ou l'anglais permettra également aux aides familiaux de lire et de comprendre leurs droits et obligations, ainsi que de connaître les protections auxquelles ils ont droit.

d'aides familiaux résidents. En effet, il n'y a pas pénurie d'aides familiaux qui sont prêts à venir offrir leurs services à domicile. Pour ce qui concerne la recommandation d'accorder le statut de résident permanent à l'arrivée au Canada, il convient de noter que même les groupes d'intérêts ont admis que moins de la moitié des aides familiaux qui seraient admis dans ces conditions occuperaient effectivement l'emploi pour lequel ils sont venus au Canada. En accordant le statut de résident permanent aux aides familiaux, on mettrait les employeurs qui comptent sur ces personnes dans une position intenable.

L'obligation d'avoir obtenu l'équivalence d'une douzième année et suivi un programme de formation de six mois dans le domaine des soins correspond aux responsabilités que l'on confie aux aides familiaux résidents et aux compétences nécessaires pour donner des soins, sans supervision. Elle correspond également à l'évolution du marché du travail canadien, puisque les emplois exigent un niveau d'études de plus en plus élevé. Les travailleurs qui participent au programme peuvent demander la résidence permanente, au Canada, après avoir travaillé au moins pendant deux années comme aide familial résident. Une fois qu'ils sont résidents permanents, ils peuvent chercher à importer quel autre emploi et ne sont plus limités aux emplois d'aides familiaux résidents.

Diverses études faites révèlent qu'au cours des dix prochaines années 65 % des nouveaux emplois au Canada exigeront au moins une douzième année. Faire venir au Canada des travailleurs qui ne seront pas en mesure de relever les défis du marché du travail canadien des années 1990 ne serait à l'avantage de personne. D'après les statistiques dont nous disposons, la plupart des personnes venues au Canada en vertu du programme concernant les employés de maison étrangers, qui ont quitté leur emploi d'employé de maison (80 % dans les cinq années qui suivent leur arrivée), n'ont pas réussi à améliorer leur situation. Le salaire moyen de ceux qui ont cherché et trouvé un autre emploi n'était que légèrement supérieur à leur salaire d'employé de maison. Comme ils n'étaient plus nourris ni logés, leur revenu réel était en fait moindre. Ce salaire est comparable au seuil de faible revenu s'appliquant à la plupart des citoyens canadiens. Les mêmes statistiques démontrent que la situation de ces personnes est nettement moins difficile si elles ont l'équivalence d'une douzième année.

Nous avons analysé les qualifications des employés de maison déjà au Canada et étudié les systèmes d'enseignement d'autres pays. Il semble qu'il n'y aura pas de changement fondamental pour ce qui concerne les pays sources d'employés de maison étrangers. Au cours des dix dernières années, le nombre de participants au

DOCUMENT D'INFORMATION

LE PROGRAMME CONCERNANT LES AIDES FAMILIAUX RESIDENTS

Les critères d'admissibilité du programme concernant les employés de maison étrangers ont récemment été modifiés. Depuis 1981, ce programme d'Emploi et Immigration Canada permet à des employés canadiens d'embaucher des employés de maison étrangers résidents. À compter du 27 avril 1992, ce programme sera remplacé par le programme concernant les aides familiaux résidents.

Le programme concernant les aides familiaux résidents est un programme d'embauchage de travailleurs étrangers, admis temporairement au Canada en tant qu'employés de maison résidents assurant certains services à domicile. Les travailleurs embauchés dans le cadre de ce programme prendront soin d'enfants, de personnes âgées ou de personnes handicapées, sans supervision, chez un particulier. Le programme permet de répondre à la demande d'aides familiaux résidents pour lesquels il y a pénurie de main-d'œuvre canadienne.

Les changements ont été apportés après une révision en profondeur de l'ancien programme. Tous les dossiers soumis par les groupes d'intérêts concernés ont été soigneusement étudiés et analysés. Un grand nombre de changements apportés s'inspirent de ces dossiers et des suggestions qui y ont été faites sur la façon d'améliorer le programme. Les changements tiennent compte à la fois des besoins des employeurs et des besoins des aides familiaux résidents.

Les groupes en question ont fait les recommandations suivantes :

- mieux protéger les aides familiaux en appliquant la législation provinciale du travail;
- mieux informer et conseiller tous les intéressés;
- supprimer l'obligation pour les aides familiaux de suivre des cours de perfectionnement une fois au Canada;
- éliminer l'entrevue visant à évaluer le participant après un an;
- supprimer l'obligation de se procurer une autorisation pour pouvoir changer d'employeur;
- supprimer l'obligation de résider chez l'employeur;
- inciter les participants à signer un contrat de travail;
- accorder le statut de résident permanent au moment de l'admission au Canada;
- valoriser le travail domestique;
- simplifier les formalités au Canada.

Toutes ces recommandations, à l'exception de deux, ont été incorporées aux changements apportés. Si l'on supprime l'obligation de vivre chez l'employeur, il faudrait mettre fin au programme. Ce programme n'existe que parce qu'il y a une pénurie

Au Canada, les aides familiaux résidents pourront présenter une demande de résidence permanente après avoir travaillé au moins deux ans dans leur domaine.

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nouveaux critères de recrutement, tous les participants au programme concernant les aides familiaux résidents auront les compétences et l'expérience voulues pour s'intégrer au marché du travail.»

Selon les nouvelles dispositions

réglementaires de ce programme, les critères d'admissibilité seront les suivants :

o niveau d'études équivalent à une douzième année au Canada,

o six mois de formation à temps plein dans un

domaine ou une profession reliés à l'emploi que la personne compte prendre comme aide familial (cette formation pourra avoir été

acquise dans le cadre d'un programme

d'enseignement officiel ou ailleurs que dans une classe, à la condition qu'elle fasse

partie d'un programme d'enseignement placé

sous la direction d'un éducateur ou d'un

moniteur qualifié qui fournit une évaluation)

et

o parler, comprendre et lire le français ou

l'anglais.

Le Ministre a confirmé qu'il a écrit à ses

homologues provinciaux en vue d'obtenir leur

collaboration pour que soit examiné le niveau de

protection accordé aux termes des normes provinciales

en matière de travail et d'emploi aux étrangers qui

travaillent comme aides familiaux résidents.

Le 27 avril 1992 92-16

Pour publication

Minister of Employment
and Immigration



Ministre de l'Emploi
et de l'Immigration

**Valcourt annonce la mise en oeuvre du nouveau programme
concernant les aides familiaux résidents**

M. Bernard Valcourt, ministre de l'Emploi et de l'Immigration, a annoncé aujourd'hui la mise en oeuvre d'un nouveau programme pour remplacer l'ancien programme concernant les employés de maison étrangers et ainsi mettre un terme à la période de douze semaines pendant laquelle aucune nouvelle demande n'a été acceptée.

Ainsi, à compter d'aujourd'hui, le programme concernant les aides familiaux résidents permettra à des étrangers qualifiés de venir travailler au Canada comme aides familiaux. Les participants au programme vont occuper ces postes dont les exigences ne peuvent être satisfaites par les canadiens.

«Ce nouveau programme permet de répondre aux préoccupations exprimées par des employeurs, des employés de maison ainsi que par leurs représentants au cours d'un examen approfondi de l'ancien programme, a indiqué le Ministre. Je suis convaincu que, grâce aux

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Ministre de l'Emploi
et de l'Immigration

For release

Date

May 4, 1992

92-17

**Valcourt announces further visa requirements
in continued effort to prevent abuse**



Ottawa -- The Honourable Bernard Valcourt, Minister of Employment and Immigration, today announced the removal of the exemption from a visitor visa requirement for citizens of the following eight countries: Belize, Lesotho, Malawi, Paraguay, The Seychelles, Surinam, Uruguay and Zambia.

"There has been abuse of Canada's immigration and refugee determination systems over the past years by illegal immigrants who acquire passports of these countries. This cannot be allowed to continue," Mr. Valcourt said.

"Our laws must be respected. Protecting our borders and the Canadian Society is a priority of Canada's immigration policy," Mr. Valcourt added.

Recent Canadian Immigration Intelligence operations uncovered illegal acts involving travel documents from the eight countries affected by today's announcement.

Counterfeit, altered and improperly issued passports or other travel documents from these countries have been used to facilitate illegal migration to Canada.

"Visitors to Canada for legitimate purposes will not be restricted by today's regulatory amendment. The imposition of visitor visas for persons travelling on passports issued in these countries will counter persistent abuse of Canada's Immigration laws. These requirements have been imposed after thorough consideration of alternative measures," said the Minister.

The removal of the exemption from visitor visa requirements for nationals of some countries was signalled by the Minister in his annual Report to Parliament last fall.

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Minister of Employment
and Immigration



Ministre de l'Emploi
et de l'Immigration

Gouvernement
Publication

For release

Date

May 8, 1992
92-18



Valcourt launches \$50 million study to promote self-sufficiency among individuals on social assistance

A voluntary research project to develop a new mechanism for enabling some social assistance recipients to enter the labour market and achieve self-sufficiency was launched today in Fredericton by Bernard Valcourt, Minister of Employment and Immigration.

The project, which has been allocated about \$50 million, was developed jointly by the federal government and the governments of New Brunswick and British Columbia. It will be run simultaneously in these two provinces. Advisory groups comprising members of the business, labour and educational communities also collaborated on the project.

"For some social assistance recipients, the major barrier to working is the gap between their initial earning power and the minimum amount required to be self-sufficient," said Mr. Valcourt. "A temporary earnings supplement will permit participants to meet their needs while gaining valuable work experience."

Participants who obtain employment will be paid a temporary earnings supplement to enable them to meet their needs as they gain experience and progress on the wage scale. The voluntary project will involve about **5,000 social assistance recipients**, mostly single mothers: some 3,500 in British Columbia and about 1,500 in New Brunswick.

Participants will receive earnings supplements for up to three years and will not receive social assistance benefits while they are earning these supplements. The project also includes a research component to assess individual participants beyond the supplement pay period.

The premise of this project is that work experience and on-the-job training of workers will lead to wage increases. A temporary earnings supplement will bridge the gap between entry-level earnings and the earnings of an experienced worker. The project will help eligible recipients to improve their earning potential in their transition from social assistance to self-sufficiency.

"Most people, if given a choice, prefer to work," added Mr. Valcourt. "Promoting a more active society in Canada will reduce dependency and encourage individuals to acquire new skills, get jobs and keep them."

This is the first project to be launched under the research mandate of Employment and Immigration Canada. Other research projects are under development. Each project

will attempt to demonstrate alternative approaches to social and economic issues and will help all levels of government in their search for more effective and efficient ways to provide social programs.

"By improving the job skills and earning potential of our greatest resource, our people, we will ensure that all Canadians have an opportunity to contribute to the vision we share of a united, prosperous and globally competitive country," said Mr. Valcourt.

The study supports the Labour Force Development Strategy (LFDS) announced by the federal government in April 1989. LFDS combines income assistance and more active training measures to help people and communities adjust to the changing demands of the labour market.

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BACKGROUNDER

SOCIAL ASSISTANCE RECIPIENTS SELF SUFFICIENCY PROJECT

Employment and Immigration Canada, through its Innovations Program, is funding an experimental initiative designed to facilitate the entry of social assistance recipients into the labour market. To be piloted in New Brunswick and British Columbia, the project was developed in co-operation with the provinces and advisory groups including representatives of business, labour, and education. The Social Assistance Recipients Self Sufficiency Project is a research initiative aimed at helping job-ready people leave social assistance, obtain employment, and eventually achieve self-sufficiency based on their earned income.

GOALS OF THE SELF SUFFICIENCY PROJECT

The objective of the project, which will operate over a five-year period, is to generate research findings which would serve to guide future policy decision-making. By providing substantial information on the paths taken by individuals in successfully achieving self-sufficiency, the findings will be critical in determining whether a program of this type should be implemented on an on-going basis, and, if so, how it should be designed and targeted.

The Self Sufficiency Project will attempt to address three issues:

- 1) the effectiveness of a temporary supplementation of earnings in encouraging social assistance recipients to voluntarily take jobs, leave welfare, and remain off public assistance;
- 2) the administrative feasibility of implementing and operating an employment-based supplementation program;
- 3) the extent to which such a subsidy program is a cost-effective alternative to social assistance.

TARGET POPULATION

The project focuses on a small but significant proportion of social assistance recipients who have the motivation, education and skills to take jobs, but who are deterred from doing so because the entry-level wages they would initially earn are too low to sustain their family needs. Participants for this study will be recruited from among single parents in test communities in New Brunswick and British Columbia who have been receiving income assistance for at least one year.

It is anticipated that most of the participants will be single mothers, since women constitute the vast majority of single parents on social assistance.

Participation in the project will be entirely voluntary, and the actual number of participants receiving a supplement is likely to be relatively small, approximately 2,500. A total of \$50 million has been allocated from the Innovations program of EIC, with \$15 million for New Brunswick and \$35 million for British Columbia.

THE PROJECT

The intervention consists of providing to participants who obtain employment a temporary supplementation of their earned income to bridge the gap between their initial earnings and the earnings of an experienced worker. In addition to the earning supplements, participants will receive services such as job search training, money management, counselling on workplace practices, and career advice.

The earnings supplement is tied to a participant's hours worked, earnings, and average wages in the community. Supplement levels, which are calculated so as to provide an incentive to leave social assistance, are set relatively high for low wage earners (to help them overcome the low entry wage barrier) and are gradually reduced as earnings increase.

The supplements will make up half the difference between what the participant actually earns and a target. For example, the target will initially be set at \$25,000 in New Brunswick. Therefore, a participant in N.B. earning \$10,000 would receive a supplement of \$7,500 for a total of \$17,500; while a participant earning \$20,000 would receive a supplement of \$2,500 for a total of \$22,500.

It is anticipated that by the end of the three years of eligibility, the earnings of many participants will have increased to a point where they are better off than they would be if they remained on social assistance.

On prévoit que d'ici la fin des trois années d'admissibilité, les gains de bien des participants auront augmenté à un point où leur salaire sera plus avantageux que les prestations d'aide sociale.

Les gains réels du participant et un certain objectif. Par exemple, l'objectif sera originellement établi à 25 000 \$ au Nouveau-Brunswick. Par conséquent, un participant de la province gagnant 10 000 \$ recevra une aide de 7 500 \$, tandis qu'un participant gagnant 20 000 \$ recevra une aide de 2 500 \$, pour un total de 22 500 \$.

L'aide permettra de combler la moitié de la différence entre les gains réels du participant et un certain objectif. Par conséquent, un participant de la province gagnant 10 000 \$ recevra une aide de 7 500 \$, tandis qu'un participant gagnant 20 000 \$ recevra une aide de 2 500 \$, pour un total de 22 500 \$.

L'intervention consiste à verser aux participants qui exerceront un emploi une aide temporaire au revenu en vue de combler l'écart entre leurs gains réels et les gains d'un travailleur d'expérience. En plus de l'aide au revenu, les participants auront droit à des services comme la formation à la recherche d'emplois, la gestion monétaire, la consultation sur les pratiques dans le milieu de travail, ainsi que des conseils professionnels.

LE PROJET

La participation est entièrement libre, et le nombre réel de participants recevant une aide sera relativement petit, soit d'environ 2500. Le Programme d'aide à l'innovation d'ÉC financera jusqu'à 50 millions de dollars pour le projet--15 millions de dollars ont été alloués au Nouveau-Brunswick et 35 millions de dollars pour la Colombie-Britannique.

déterminées au Nouveau-Brunswick et en Colombie-Britannique qui touchent des prestations d'aide sociale depuis au moins un an. La plupart des participants seront sans doute des mères célibataires, étant donné que les femmes constituent la grande majorité des parents uniques vivant de l'aide sociale.

FICHE DOCUMENTAIRE

PROJET LIÉ À L'AUTONOMIE DES BÉNÉFICIAIRES D'AIDE SOCIALE

Emploi et Immigration Canada (EIC) a accepté de financer, par l'entremise de son programme d'aide à l'innovation, un projet expérimental visant à favoriser l'intégration des bénéficiaires d'aide sociale au marché du travail. Ce projet, qui sera inauguré au Nouveau-Brunswick et en Colombie-Britannique, a été mis au point en collaboration avec les provinces et des groupes consultatifs comprenant des représentants du monde des affaires, du travail et de l'éducation. Le projet lié à l'autonomie des bénéficiaires d'aide sociale est un projet de recherche visant à aider les personnes prêtes à travailler à renoncer aux prestations d'aide sociale, à obtenir un emploi et à atteindre éventuellement l'autonomie grâce aux gains provenant de leur emploi.

OBJECTIFS DU PROJET LIÉ À L'AUTONOMIE

L'objectif de ce projet, qui doit s'étendre sur une période de cinq ans, est de produire des résultats crédibles dont on pourrait s'inspirer pour prendre des décisions stratégiques ultérieures. Comme les renseignements fournis préciseront le cheminement suivi par les personnes qui auront atteint l'autonomie, on pourra se fonder sur ces résultats pour déterminer si un programme du genre est viable et, dans l'affirmative, pour préciser la façon dont le programme doit être conçu et à quel groupe il doit s'adresser.

Le projet d'autonomie proposé abordera les trois points suivants :

- 1) la mesure dans laquelle une aide à l'emploi incitera les bénéficiaires d'aide sociale à exercer un emploi, à renoncer aux prestations d'aide sociale et à ne plus recourir à l'assistance publique;

- 2) la faisabilité administrative de la mise en oeuvre et du fonctionnement d'un programme d'aide à l'emploi;
- 3) la rentabilité de ce genre de programme comme solution de rechange à l'aide sociale.

POPULATION CIBLE

Le projet vise une proportion peu élevée mais néanmoins un nombre important de bénéficiaires d'aide sociale qui possèdent la motivation, l'éducation et les aptitudes nécessaires pour exercer un emploi, mais qui ont évité de le faire parce que le salaire de base leur apparaissait insuffisant pour leur permettre de voir aux besoins de leur famille. Les participants à l'étude seront recrutés parmi les parents uniques habitant des localités

Cette étude vient appuyer la stratégie de mise en valeur de la main-d'oeuvre (SMMO), annoncée par le gouvernement fédéral en avril 1989. La SMMO fait appel au soutien du revenu et à des mesures plus actives de formation en vue d'aider les personnes et les collectivités à s'adapter à l'évolution de la demande sur le marché du travail.

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«Si on leur donne le choix, la plupart des gens préfèrent travailler, a ajouté M. Valcourt. En favorisant une société plus active au Canada, nous pourrions réduire le taux de dépendance et inciter les gens à acquérir de nouvelles compétences, à trouver un emploi et à le garder.»

Il s'agit du premier projet lancé dans le cadre du mandat de recherche d'Emploi et Immigration Canada. D'autres projets de recherche sont d'ailleurs en voie d'élaboration. Chaque projet tentera de démontrer d'autres approches à l'égard des questions sociales et économiques et aidera tous les ordres de gouvernement à trouver des moyens plus efficaces et plus efficaces d'offrir des programmes sociaux.

«En améliorant les compétences professionnelles et les possibilités de revenu de notre ressource la plus précieuse, c'est-à-dire nos concitoyens, nous veillerons à ce que tous les Canadiens aient l'occasion de contribuer à notre vision commune d'un pays uni, prospère et capable de soutenir la concurrence à l'échelle internationale», a conclu M. Valcourt.

Les participants qui obtiennent un emploi recevront temporairement un supplément du revenu qui leur permettra de subvenir à leurs besoins tout en acquérant de l'expérience et en améliorant leur position salariale. Participeront à ce projet, qui se déroulera sur une base volontaire, environ 5 000 bénéficiaires d'aide sociale, pour la plupart des mères célibataires, soit quelque 3 500 en Colombie-Britannique et 1 500 au Nouveau-Brunswick.

Ces participants recevront un supplément du revenu pendant une période pouvant aller jusqu'à trois ans au cours de laquelle ils ne toucheront pas de prestations d'aide sociale. Ce projet comprendra également une composante de recherche permettant d'évaluer individuellement la situation des participants après cette période.

Ce projet est fondé sur le fait que l'expérience de travail et la formation des travailleurs en cours d'emploi entraînent des augmentations de salaire. Un supplément temporaire du revenu permettra d'éliminer l'écart entre le salaire d'un débutant et celui d'un travailleur d'expérience. Ce projet aidera les bénéficiaires admissibles à augmenter leurs possibilités de revenu durant leur transition de l'aide sociale à l'autonomie.



Pour publication

Date

Le 8 mai 1992
92-18

Le ministre Valcourt lance une étude dotée d'un budget de 50 millions de dollars et visant à aider les particuliers à s'affranchir de l'aide sociale

M. Bernard Valcourt, ministre de l'Emploi et de l'Immigration, a lancé aujourd'hui à Fredericton un projet de recherche sur une base volontaire visant à élaborer un nouveau mécanisme pour permettre à certains bénéficiaires d'aide sociale d'entrer sur le marché du travail et de devenir autonomes.

Environ 50 millions de dollars ont été affectés à ce projet, conçu conjointement par le gouvernement fédéral et ceux du Nouveau-Brunswick et de la Colombie-Britannique. Il sera réalisé simultanément dans ces deux provinces. Des groupes consultatifs formés de représentants du milieu des affaires, des syndicats et du monde de l'enseignement ont collaboré à l'élaboration de ce projet.

«Pour certains bénéficiaires d'aide sociale, l'écart entre leurs possibilités de revenu initiales et le minimum nécessaire pour être autonomes représente le principal obstacle au travail, a déclaré M. Valcourt. Un supplément temporaire du revenu permettra aux participants de subvenir à leurs besoins tout en acquérant une expérience de travail précieuse.»

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For release

Date

May 14, 1992

92-20

FOR IMMEDIATE RELEASE

Special Commons committee releases report on review of Employment Equity Act

The special committee established to review the Employment Equity Act tabled its report today in the House of Commons. The Act itself requires a review of the legislation within five years of its passage.

As Minister responsible for Employment Equity, the Honourable Monique Vézina said she appreciated the hard work of the committee. "This report reflects the complexity of the subject matter. I will be considering these recommendations carefully in developing the government response with respect to the Employment Equity Act," said Mme Vézina.

The Minister emphasized the government's commitment to achieve equality in employment while assisting designated groups to contribute to Canada's economy. "The only way we can be competitive is to ensure we utilize the skills and talents of all our people," the Minister said.

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Employment and Immigration Canada will now study the report and consider its recommendations. The Federal Government has up to 150 days to respond to the committee's recommendations.

- 30 -

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Renseignements :

- 30 -

Emploi et Immigration Canada étudiera maintenant le rapport et ses recommandations. Le gouvernement fédéral a jusqu'à 150 jours pour réagir aux recommandations du comité.

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Pour publication

Date

Le 14 mai 1992
92-20

POUR DIFFUSION IMMÉDIATE

Rapport du comité spécial des communes sur l'examen de
la loi sur l'équité en matière d'emploi

Le comité spécial mis sur pied afin de revoir la loi sur
l'équité en matière d'emploi a déposé aujourd'hui son
rapport à la chambre des communes. Cette loi comportait
une disposition prévoyant l'examen de celle-ci dans un
délai de cinq ans après son adoption.

En tant que Ministre responsable de l'équité en
matière d'emploi, Mme Monique Vézina apprécie la lourde
tâche accomplie par le comité. «Ce rapport traduit la
complexité du sujet traité. Je prendrai sérieusement en
considération les recommandations formulées au moment
d'élaborer la réponse du gouvernement concernant la loi
sur l'équité en matière d'emploi», a déclaré Mme Vézina.

La Ministre a mis l'accent sur l'engagement du
gouvernement à réaliser l'égalité dans le milieu de
travail tout en aidant les groupes désignés à contribuer
à l'économie canadienne. «La seule façon dont nous
pouvons être compétitifs est de nous assurer d'utiliser
les compétences et les aptitudes de tous nos citoyens»,
a indiqué la Ministre.

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Minister of Employment
and Immigration



Ministre de l'Emploi
et de l'Immigration

For release



June 4, 1992

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FOR IMMEDIATE RELEASE

Valcourt/Vézina announce \$150 million boost for training programs

Bernard Valcourt, Minister of Employment and Immigration, and Monique Vézina, Minister of State for EIC announced today that additional dollars have been allocated for training of Unemployment Insurance (UI) recipients and the Work Sharing program.

An increased demand for training under the active use of the UI legislation enabling claimants to receive benefits while on courses has led the federal government to increase by **\$95 million** this important program. The Work Sharing program will also get an injection of **\$55 million**. The demand for these programs has been overwhelming due to the slow pullout from the global recession.

These increases bring the total forecasted expenditure levels for the 1992 UI **Developmental Uses** to **\$1.95 billion**. In total, **\$3.55 billion** will be spent to train unemployed Canadians. This represents a **\$450 million** increase this year. The **Developmental Uses Account** for training has more than tripled since 1990 when it stood at **\$500 million**.

"The need for training is going to increase over the next decade but the federal government cannot do it all. We already provide almost **80 per cent** of the training funds in Canada now," said Minister Valcourt. "Our partners, notably in the private sector, must take on more responsibility for this increasingly important activity," added Minister Vézina.

Section 26 of the Unemployment Insurance Account allows claimants to pursue skill and occupational training to improve their chances of securing long-term employment while retaining their UI benefits. **Section 24**, the Work Sharing option, offers employers and workers an alternative to layoffs and allows employers to retain skilled employees. Individual workers who agree to a reduced work week receive partial benefits for the days they do not work.

The Work Sharing money will be shared among all provinces based on expenditure forecasts for the 1992 calendar year. The additional income assistance provided to UI claimants on training courses will ensure there is no interruption of services to clients across the country.

"The department will be vigilant about defining which client groups will receive priority consideration. Youth and displaced workers have already been designated as high priority clients," said Minister Valcourt. "And a lot of attention will be paid to skills for which occupations are needed."

The expenditure plan and program structure for the 1992 Developmental Uses was announced by the Minister upon the recommendation of the **Canadian Labour Force Development Board (CLFDB)**. This is a private sector driven board established in early 1991 to advise the federal government on determining levels of training and other adjustment assistance to be provided through UI funds, as well as helping to promote a training culture in Canada and developing standards for skills training and certification.

The **Canadian Labour Force Development Board** was consulted on the need for additional funding for Sections 24 and 26. The Board supports the move to inject new funds.

This additional money is a special measure which will not affect next year's **UI Developmental Uses** budget. Next year's expenditures will be decided by the **CLFDB** in consultation with senior Employment and Immigration Canada officials later this year.

Employment and Immigration Canada's budget for 1992-93 also includes another \$1.6 billion for skills training and employment assistance for non-UI clients.

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BACKGROUNDER
DEVELOPMENTAL USES
Sections 26 and 24
Training and Work Sharing

Additional funding

The additional \$95 million for training under Section 26 and the \$55 million for Work Sharing under Section 24 was allocated in response to a higher than anticipated demand for these two programs. This heavy demand is due to a higher than expected unemployment rate and slow recovery from the global recession.

The forecasted expenditure level for the current year -- it operates on a calendar year basis -- is now at \$1.95 billion with this latest addition of \$150 million. This figure has more than tripled since 1990 when the fund was \$500 million.

General Background

The major expansion of Developmental Uses is in response to the increased skill requirements of the Canadian economy, and to changes in the nature and type of work. Also, the range of assistance now includes not only continued UI income support benefits, but also the provision of the training courses themselves and supplementary training allowances.

This year's expenditure plan and structure of adjustment programs were recommended to Employment and Immigration Minister Bernard Valcourt by the Canadian Labour Force Development Board. This private sector board, established in January 1991, has 22 representatives from a wide range of constituents representing labour, business, social action groups and training/education sector. The Board was consulted on this latest injection of funds and supports the move.

In addition to determining levels of training and other adjustment assistance to be provided through UI funds, the mandate of the new Board also includes:

- building a training culture in Canada;
- advising on national training priorities; and
- developing standards for skills training and certification.

Training

Training opportunities were enhanced through an amendment to the UI Act which passed in November 1990. Unfortunately, the passage of the bill was held up by the Senate for more than a year. This resulted in a delay for a larger number of claimants -- about 50,000 -- seeking referral to training courses. This also resulted in a larger than normal number of requests of training in 1991.

UI claimants are allowed to continue collecting their income support benefits while taking approved training courses. This request for additional funds is a result of the government's overwhelming success in convincing Canadians that training is the key to a prosperous Canada.

Due to the heavy demand across the country there will be strict attention paid to defining client groups that should receive priority consideration. Clients will be referred only to courses which help develop skills for occupations in demand. There will be reductions in referrals for literacy and basic skills training courses and in the number of weeks when claimants will be allowed to receive regular benefits during breaks between courses.

It is estimated that an additional 21,900 participants will benefit from these new funds.

Work Sharing

During temporary slowdowns, employers are often forced to lay off employees temporarily. This voluntary program reduces the number of permanent layoffs and assists employees by reducing the impact of loss of income. This is done by shortening the work week by one to three days, while workers receive UI benefits for the days they do not work.

For example, workers on the job four days a week would receive UI benefits for one day a week and thereby receive about 92 per cent of their usual weekly pay. Due to the number of troubled businesses during the recession, this has been a particularly popular program.

The increase of \$55 million is expected to generate an additional 2,870 Work Sharing agreements. This will involve approximately 45,920 participants.

Formation

Les possibilités de formation ont été améliorées grâce à une modification de la loi sur l'assurance-chômage adoptée en novembre 1990. Malheureusement, l'adoption du projet de loi a été bloquée pendant plus d'un an par le Sénat, ce qui a retardé la présentation d'un plus grand nombre de prestataires (environ 50 000) à des cours de formation. Ce retard a également entraîné en 1991 un nombre de demandes de formation plus élevé que la normale.

Les prestataires d'assurance-chômage peuvent continuer de toucher des prestations de soutien du revenu pendant qu'ils suivent des cours de formation approuvés. Cette demande de crédits additionnels découle du succès remarquable remporté par le gouvernement pour convaincre les Canadiens que la prospérité du Canada repose sur la formation.

En raison de la forte demande partout au pays, on s'efforcera rigoureusement de définir les groupes de clients qu'il faudrait servir en priorité. Les clients seront aiguillés uniquement vers les cours qui les aideront à acquérir les compétences nécessaires pour les professions en demande. Il y aura moins de présentations aux cours d'alphabetisation et d'acquisition des compétences de base et le nombre de semaines durant lesquelles les prestataires pourront toucher des prestations ordinaires durant les périodes d'interruption entre les cours sera moins élevé. On estime que 21 900 participants de plus bénéficieront de ces nouveaux crédits.

Travail partagé

Durant les ralentissements de travail temporaires, les employeurs sont souvent forcés de mettre temporairement à pied des employés. Ce programme facultatif permet de réduire le nombre de licenciements permanents et aide à diminuer les incidences d'une perte de revenu pour les employés. Il s'agit d'écourter la semaine de travail d'un à trois jours. Les travailleurs reçoivent alors des prestations d'assurance-chômage pour les jours durant lesquels ils ne travaillent pas.

Par exemple, les travailleurs qui travaillent quatre jours par semaine toucheraient des prestations d'assurance-chômage à raison d'une journée par semaine et recevraient donc près de 92 % de leur salaire hebdomadaire habituel. Etant donné le nombre d'entreprises touchées par la récession, ce programme a été particulièrement populaire.

L'augmentation de 55 millions de dollars devrait engendrer 2 870 accords supplémentaires de travail partagé qui mettront à contribution environ 45 920 participants.

Financement additionnel

L'affectation d'une somme additionnelle de 95 millions de dollars à la formation en vertu de l'article 26 et de 55 millions de dollars au travail partagé en vertu de l'article 24 vient répondre à une demande plus grande que prévu pour ces deux programmes. Cette forte demande est attribuable à un taux de chômage plus élevé que prévu et à la lenteur de la reprise économique.

Contexte général

Avec ce dernier ajout de 150 millions de dollars, le niveau des dépenses prévu pour l'année en cours - le programme fonctionne selon l'année civile - se situe maintenant à 1,95 milliard de dollars. Ce chiffre a plus que triplé depuis 1990, au moment où le fonds disposait de 500 millions de dollars.

L'essor remarquable de l'utilisation des fonds de l'assurance-chômage à des fins productives vient répondre aux exigences professionnelles accrues de l'économie canadienne et aux changements dans la nature et le type de travail. De plus, le soutien actuellement offert consiste non seulement en des prestations de soutien du revenu, mais aussi en d'autres formes d'aide : cours de formation et allocations supplémentaires de formation.

Le plan des dépenses de cette année et la structure des programmes d'adaptation ont été recommandés au ministre de l'Emploi et de l'Immigration, M. Bernard Valcourt, par la Commission canadienne de mise en valeur de la main-d'oeuvre. Cette commission du secteur privé, mise sur pied en janvier 1991, compte 22 représentants d'une vaste gamme d'électeurs, allant des syndicats au secteur de la formation et de l'enseignement, en passant par les groupes d'action sociale. La commission a été consultée au sujet de cette dernière injection de crédits et appuie cette mesure.

Outre la détermination des niveaux de formation et d'autres formes d'aide à l'adaptation offertes grâce aux fonds de l'assurance-chômage, le mandat de la nouvelle commission comporte également :

- le développement d'une culture de la formation au Canada;
- la prestation de conseils sur les priorités nationales en matière de formation;
- l'élaboration de normes en matière de formation et de reconnaissance professionnelles.

des dépenses et la structure des programmes pour 1992 relativement à l'utilisation des fonds de l'assurance-chômage à des fins productives. La commission relève du secteur privé. Elle a été créée en 1991 pour conseiller le gouvernement fédéral sur les niveaux d'aide à fournir, à même les fonds de l'a.-c., en matière de formation et d'adaptation, ainsi que pour aider à promouvoir une certaine culture de la formation au Canada et à élaborer des normes de formation et de reconnaissance professionnelles.

La CCMMO a été consultée sur la nécessité d'affecter des fonds supplémentaires en vertu des articles 24 et 26 et elle approuve la décision prise par le gouvernement.

Ces fonds supplémentaires constituent une mesure spéciale et n'entameront pas le budget de l'Assurance-chômage prévu à des fins productives pour l'année prochaine. Les dépenses de l'année prochaine seront déterminées par la CCMMO, de concert avec des hauts fonctionnaires d'Emploi et Immigration Canada, plus tard au cours de l'année.

Le budget d'EIC pour 1992-1993 prévoit également 1,6 milliard de dollars pour la formation professionnelle et l'aide à l'emploi des personnes qui ne sont pas admissibles à l'assurance-chômage.

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«Les besoins en formation seront de plus en plus grands au cours des dix prochaines années, et le gouvernement ne peut y répondre seul. Nous fournissons déjà à l'heure actuelle près de 80 pour cent des fonds destinés à la formation au Canada», a indiqué monsieur Valcourt. «Nos partenaires, notamment du secteur privé, doivent assumer davantage de responsabilités dans cette activité de plus en plus importante, a précisé madame Véziina.»

Il est prévu par l'article 26 de la Loi sur l'assurance-chômage que les prestataires peuvent, sans perdre leurs prestations d'assurance-chômage, suivre des cours de formation professionnelle afin d'améliorer leurs chances d'obtenir un emploi à long terme. À l'article 24 de cette même loi, l'option Travail partagé offre aux employeurs et aux travailleurs une solution de rechange aux mises à pied et permet aux employeurs de garder leurs employés qualifiés. Les travailleurs qui acceptent une réduction de leur semaine de travail reçoivent des prestations partielles pour les jours pendant lesquels ils ne travaillent pas.

Les fonds affectés au travail partagé seront répartis entre toutes les provinces selon les dépenses prévues pour l'année civile 1992. Les fonds supplémentaires consacrés au soutien du revenu des prestataires d'assurance-chômage en formation garantissent la prestation ininterrompue des services aux clients partout au pays.

«Le ministère sera vigilant quant à l'ordre de priorité des clients admissibles. Déjà, les jeunes et les travailleurs déplacés ont été désignés comme clients hautement prioritaires», a indiqué M. Valcourt. «Beaucoup d'attention sera accordée aux compétences exigées pour les postes.»

Sur recommandation de la Commission canadienne de mise en valeur de la main-d'oeuvre (CCMVO), le Ministère a annoncé le plan



Pour publication

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PUBLICATION IMMEDIATE

Valcourt/Vézina annoncent l'affectation de 150 millions de dollars supplémentaires à des programmes de formation

Le ministre de l'Emploi et de l'Immigration, Bernard Valcourt, et la ministre d'Etat à l'IC, Monique Vézina, ont annoncé aujourd'hui l'affectation de fonds supplémentaires à la formation des prestataires d'assurance-chômage et au Programme de travail partagé.

Vu la popularité croissante des programmes de formation offerts aux prestataires d'assurance-chômage dans le cadre de l'utilisation des fonds de l'assurance-chômage à des fins productives, le gouvernement fédéral a décidé de consacrer 95 millions de dollars de plus à ce programme. Par ailleurs, 55 millions de dollars ont été affectés au Programme de travail partagé. La reprise économique ayant été plutôt lente, ces programmes ont suscité une avalanche de demandes.

Les augmentations portent à 1,95 milliard de dollars le niveau des dépenses prévues en 1992 au chapitre des mesures productives. Au total, 3,55 milliards seront affectés à la formation des sans-emploi au Canada, ce qui représente une hausse de 450 millions pour cette année. Les fonds de l'a.-c. destinés à la formation ont plus que triplé depuis 1990, alors qu'ils étaient de 500 millions.

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Minister of Employment
and Immigration



Ministre de l'Emploi
et de l'Immigration

For release

FOR RELEASE

June/1992

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UNDER EMBARGO UNTIL 10am (OTTAWA TIME)

GOVERNMENT PROPOSES CHANGES TO IMMIGRATION PROGRAM

OTTAWA - Bernard Valcourt, Minister of Employment and Immigration, today announced a series of important changes to the Immigration Act which will ensure that the country's immigration system continues to contribute to the unity and prosperity of Canada

"A generation of change has taken place since the current Act was passed in 1976," said Mr. Valcourt. "Political and economic instability around the globe have combined to prompt large scale movements of people. These movements are accelerated by modern communications technologies. They present enormous challenges for the immigration programs of most industrialized nations."

"These proposals," said the Minister, "will help us meet those challenges and preserve the integrity of a program which has helped us to define ourselves as a compassionate and tolerant people."

The proposals tabled today will equip the federal government to respond to the realities of the 1990s with the modern management tools required to maintain a fair, balanced and effective program - a program designed to best serve the interests of Canadians.

In tabling the proposed amendments today, the Minister also made available a guide to the changes entitled, "Managing Immigration: a framework for the 1990s."

The changes will affect four broad areas of Canada's immigration and refugee program. The accompanying background documents provide more information on the proposed changes.

They include proposals that will give the department the means to more effectively manage Canada's immigrant selection system, as it balances the primary objectives of the program. Those objectives are to reunite families, protect refugees and promote economic development.

Fixed limits and standard processing times for certain categories of immigrants will help eliminate frustrating and costly backlogs and speed up processing especially for spouses and dependent children.

Provincial economies will benefit from a provision which will direct more skilled immigrants to specific areas of the country where their specialized talents are badly needed. And changes to the Immigrant

Investor Program will help maximize the job creation and development potential of this important program.

Canada's immigration and refugee systems are the most generous in the world. As more and more people seek a spot in Canada's immigration line, others turn to illegal techniques to bypass the regular immigration process. Abuse of these programs undermines the public's confidence in the value and effectiveness of these vital national programs.

The federal government is proposing a number of measures to help prevent abuse of these programs, preserve their integrity and better protect Canadian society from those who break our laws. Stiffer penalties for smuggling and the authority to search for and seize documents are among some of the measures being proposed.

In certain cases, Immigration staff have the authority to fingerprint refugee claimants. The new proposals will provide for greater authority to confirm the identity of refugee claimants, in order to stop multiple refugee claims that sometime lead to welfare fraud. Increased fingerprinting and photographing will also enable Immigration staff to identify criminals trying to portray themselves as refugee claimants.

A number of other steps will be taken to curtail abuse. They include more training assistance for airlines in identifying fraudulent documents; the authority to

exclude individuals who belong to criminal or terrorist organizations but have no criminal convictions; legislative amendments to deny criminals the chance to use the refugee system as a means of avoiding extradition; and the authority of the government to exclude from Canada individuals judged to be a threat to the national interest.

Changes are also proposed for Canada's refugee status determination system to streamline the process and make it fairer and more effective.

Canada already has the most generous, balanced and objective refugee determination process of any nation in the world. Canada's Immigration and Refugee Board (IRB) is a model that other nations have come to Canada to study as they respond to the arrival of refugee claimants.

The amendments tabled today will enhance the effectiveness, efficiency and generosity of the Canadian refugee determination process.

Under the present two level hearing process, final decisions on refugee claims are reached within four to five months after referral to the second level. The proposed single level hearing will further accelerate the IRB's decision-making process. The change will cut administrative costs and permit the IRB to target its resources more effectively.

The continued commitment to Board member training will be accompanied by new procedures for the handling of complaints and the discipline of Members. Other measures will enhance the quality and consistency of the Board's decisions.

Quicker landing procedures and changes to the employment authorizations procedures will mean greater fairness for refugees and their immediate family while discouraging abuse of the program by those who are not refugees. Refinements to judicial review procedures will ease the pressure on our court system. The department will also take steps to improve the timeliness and effectiveness of the procedures it follows in removing rejected claimants from Canada.

Finally, the department will also make further improvements to the services provided to the public and potential immigrants at its offices in Canada and overseas.

Centralized information centres will provide the public with quicker access to information on the status of applications. The department will increase the use of mail-in and drop-off services and introduce more easily understood information and application forms.

The department will also make a number of changes to streamline and make more flexible the way it administers documents for visitors, students and returning residents.

"Canada's immigration program has served as a unifying force and a source of prosperity for more than a century," Minister Valcourt stated. "The program now faces new challenges posed by important global changes. The changes we are proposing will ensure Canada is equipped to meet those challenges.

"Our objective is, and always has been, to provide Canadians with an immigration program that is fair, balanced and effective - a program designed to best serve the interests of all Canadians."

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For copies of the guide entitled "Managing Immigration: a framework for the 1990s", contact: Enquiries Centre, Employment and Immigration Canada, Ottawa-Hull, K1A-0J9, telephone (819) 994-6313.

To purchase copies of the bill tabled in Parliament, contact: Canada Communication Group - Publishing, 45 Sacré-Coeur Blvd., Hull, Quebec, K1A-0S9, telephone (819) 956-4800.

BACKGROUND

I THE IMMIGRATION MANAGEMENT SYSTEM

The *Immigration Act* requires the government to announce, each year, the number of immigrants to be admitted during the following calendar year. This announcement follows consultations with many interested parties, including the provinces. However, the current Act does not provide the authority to manage the admission of immigrants in such a way as to achieve the levels in the plan and to realize other policy objectives.

So, if the plan calls for 70,000 independent immigrants and 100,000 apply, each application must be considered against basic standards and accepted for eventual landing if they meet requirements - even though Canada's ability to settle the larger number is limited and even though there are only resources to handle the planned number. Settlement problems, financing problems, backlogs and client frustration are obvious consequences.

The amended Act would establish a new management system that would permit the different immigration objectives to be realized in a balanced way -- objectives identified through wide-ranging consultations reflecting Canada's needs.

1) Selecting and processing immigrants

Three new management streams are proposed. The categories of immigrants that would be processed in each of the streams would be determined after consultations with all interested parties.

All qualified applicants in Stream 1 would be processed as quickly as possible and would not be subject to fixed annual limits -- though they would still be required to meet qualifying standards determined by the government. Processing time standards would be established and case processing times would be much shorter than is now the case. This could particularly benefit, for example, spouses and dependent children. The time standards would apply universally. Immigrants in this stream could include:

- immediate family members of people living in Canada (spouses, fiancé(e)s, dependent children, including adopted children);
- people found to be Convention refugees by the Immigration and Refugee Board; and
- businesspersons applying under a revised Immigrant Investor

program who can contribute significantly to Canada's economic development.

Stream 2 applicants would be processed on a first-come, first-served basis. For each category included in Stream 2, admission limits would be set out in the immigration plan. Furthermore, to ensure orderly processing, there would be limits on the number of applications put into process in some categories while, in others, applications would be kept active for processing when space becomes available - parents and grand-parents, for example. People in Stream 2 could include:

- parents and grandparents of Canadian residents;
- government-assisted and privately-sponsored refugees;
- applicants who have arranged employment, are self-employed, or apply to come to Canada as live-in care-givers; and
- people allowed into Canada under special programs that may be set up for public policy reasons.

Stream 3 applicants would be selected on the basis of excellence because they are the best in their category - for example, the most highly skilled workers demanded by Canadian employers in a field for which Canadians are not available. All categories in Stream 3 are subject to limits established in the annual plan and once the limits are met, no further applications are accepted. Therefore, unwieldy backlogs will be avoided and applicants will be matched to current needs within Canada. Applicants in this category could include:

- people applying as independent immigrants;
- people qualified in certain designated occupations; and
- qualified entrepreneurs with business experience who can contribute to Canada's economic development.

2) Special programs

Canada often develops special programs for people who do not qualify under standard immigration categories. For example, many people are at risk but would not qualify as refugees and often do not have family connections in Canada. In other cases, a foreign government's policies may change allowing its citizens to emigrate. Public policy might be served by accepting these people even though they would not normally be considered eligible. Therefore, it is proposed that the *Immigration Act* contain a new legal foundation for special programs on behalf of individuals in exceptional circumstances.

3) Provincial/Regional interests

Provinces and territories are directly interested in immigration management because it helps them to attain their economic and social objectives. Under the current Act, the provinces are consulted on overall levels and on the composition of the movement but the means do not exist to achieve the plan with any degree of precision. As a result, provincial aims, in the same manner as federal ones, are sometimes frustrated. The new management system will provide the legal basis and mechanisms to make the program much more responsive to objectives laid out in the plan.

The proposed amendments would respect the relevant immigrant selection authorities in any existing or future federal-provincial immigration agreement.

4) Geographic and occupational mobility of immigrants

The current point system benefits independent applicants who undertake to work in particular occupations and to settle in a region where their skills are in demand. However, there is no authority to oblige them to settle there, even temporarily, once they arrive in Canada. They are free to move and work where they want - even to a region where their skills are not needed and they are in competition with unemployed Canadians. This is unfair to other applicants and frustrates the efforts of provinces and regions to attract and retain the immigrants they need.

A proposed change would allow the government to stipulate where people, selected on the basis of needed skills, can settle or the kinds of jobs they may hold, for temporary, specified periods after coming to Canada. Applicants will understand that they gain the right to come to Canada because they agree to settle in a particular locale and/or to work in particular jobs, both for a temporary, specified period of time. The changes will affect only a small number of applicants who will thereby contribute significantly to either local economic objectives or to the provision of much needed health or social services.

The onus will still be on the communities to provide the employment opportunities and the services that encourage immigrants to stay after the agreed time period is over.

5) Immigrant investor program

Amendments are required to ensure that this program enhances national and regional economic development, and promotes competitiveness. It is also important to deal with management problems effectively.

It is proposed that the Act be amended so that national standards regarding the types and levels of investment required be set in regulation after consultation with the provinces and other interested parties. The amended Act will also allow for more effective monitoring, reporting and program enforcement. Other program changes will be developed with the provinces and other stakeholders.

BACKGROUND

II

PROTECTING SOCIETY

Increasing numbers of people attempt to avoid our immigration procedures often using the services of sophisticated "migrant" smugglers and document forgers. Foreign criminals also try to exploit our relatively open borders and our generous system of justice and appeals. Our new procedures would ensure, as Canadians want, that those who should benefit from Canada's generosity do so, while those who should not are kept out of, or removed, from the country.

A) INTERCEPTING ILLEGAL MIGRANTS OVERSEAS

Stopping illegal migrants overseas before they arrive in Canada is the first level of intervention. This includes Canadian visitor visa requirements for citizens of countries that produce high numbers of non-genuine visitors, careful screening of passengers' documents by airlines and the gathering of data on illegal movements.

1) Airline responsibilities

Canadian officials will provide airlines with further training and technological assistance to identify passengers with fraudulent documents before they embark for Canada. In the future, airlines that fail to adopt reasonable passenger screening precautions will be penalized. This would mean sharing in the costs of processing unsuccessful refugee claimants and inadmissible passengers they bring to Canada. It is estimated that an unsuccessful refugee claimant costs Canada from \$30,000 to \$50,000 in taxpayers' money.

2) Criminal inadmissibility

People convicted of criminal offences can be refused admission to Canada. Yet those with no criminal convictions but with links to criminal organizations cannot currently be refused.

It is proposed that where there are reasonable grounds to believe a person has committed a crime, that individual would be barred from Canada. Furthermore, those who are or were members of an organization involved in serious crime in Canada or elsewhere would be excluded from this country. Similar provisions will apply to terrorists and terrorist organizations.

New provisions would enable the government to exclude anyone whose admission would be contrary to the national interest. A person would be removed from Canada on this basis only with appropriate safeguards.

3) Medical Inadmissibility

The *Immigration Act* establishes medical inadmissibility criteria. This ensures that immigrants or visitors are not a risk to the health of Canadians and do not subject our health and social services systems to excessive demands.

Proposed amendments would enable the government to define more clearly, through regulation, what constitutes an excessive demand on health and social services. Provinces and interest groups would be consulted on these regulations. A reference to "disabled" would be removed from the *Immigration Act* to eliminate any suggestion that the Act discriminates against persons with disabilities.

Refugee claimants in Canada will be required to take a medical examination upon making their claim. Successful claimants and their immediate families abroad will no longer be prevented from reuniting in Canada because of medical inadmissibility. As refugees already have the right to stay in Canada, the current medical barriers serve no useful purpose.

B) CONTROLS AT THE BORDER

1) New search provisions

Increasingly, people arrive in Canada without travel documents - even though they would have had to show them to board Canada-bound flights - or with false documents. In 1991, about 6570 people arrived in Canada with false or incomplete travel documents. In many other cases, travellers had documents that would disqualify them from entering Canada or would have had a negative bearing on their refugee claim.

New provisions will allow immigration officers to search people for documents whenever identity cannot be established. This authority is similar to that of a Customs officer who can search for contraband or undeclared goods.

Furthermore, immigration officers would be authorized to search people suspected of acting as "document couriers". Document couriers travel on flights and collect the travel documents their "clients" used to board the plane. The courier then re-uses the documents in another migrant smuggling operation. These couriers

are often Canadian residents or citizens and so are not normally seen by immigration officers when they enter Canada.

2) Penalties for smuggling migrants

The potential profits from smuggling illegal migrants are large, the risks slight and the existing penalties an insufficient deterrent. In Canada, the penalties for smuggling fewer than 10 illegal migrants are now far less stringent than the penalties for people involved in larger operations. This encourages smugglers to engage in smaller but more frequent operations.

There are provisions provide for new sanctions against smuggling migrants, regardless of the numbers. The changes would bring Canadian penalties in line with those imposed by other countries. The new penalties will range from a fine of \$10,000 or up to one year imprisonment, or both, to a fine of \$500,000 or up to ten years' imprisonment, or both.

3) Preventing duplicate refugee claims

Some people have taken advantage of Canada's refugee determination process to make multiple claims and then multiple applications for welfare. In one case, a refugee claimant was receiving 17 separate welfare cheques at the same time. The number of people involved in such fraud is small but the problem is serious - these cases undermine public support for the immigration and refugee system.

New provisions will allow fingerprinting and photographing of refugee claimants. The government can then share this information with municipal authorities to prevent duplicate claims. Any sharing of information would respect privacy legislation. Fingerprinting will also help detect criminals trying to enter the country as refugees.

C) ENFORCEMENT IN CANADA

1) Abuse of welfare assistance

Under existing legislation, it is not possible to bar visitors from Canada who depend on our welfare programs. The new provisions would permit removal of people who will rely solely on Canada's generous welfare system for their living.

2) Abuse of the refugee system by criminals

The new legislation would allow for the removal of criminals who make refugee claims in order to impede extradition from Canada to face criminal prosecution in other countries.

3) Removals

Currently, people found to be inadmissible to Canada may receive departure notices which stipulate the date by which they must leave. They are not required to notify officials that they are leaving the country. Consequently, Immigration officials often must use valuable resources to determine whether a person has actually complied with the notice.

New provisions provide incentives for people to verify their departure. A new 'departure order' would require a person found to be illegally in Canada to leave the country within a specified time and to report their departure. Failure to comply means the departure order becomes a 'deportation order' and the individual subject to forced removal. Someone removed from Canada under these circumstances would require the Minister's consent to return and would have to pay the earlier removal costs.

In some cases, people automatically receive deportation orders because of a very serious contravention of Canada's laws. If they might endanger public safety before removal is enforced, they may be detained pending the removal. Those failing to respect their departure order might also be detained.

Reasons beyond the department's control may delay the removal of a detained person - the need to obtain proper travel documents for example. The detainee now appears each week before an adjudicator who reviews the grounds for detention. As the circumstances seldom change quickly, the weekly review is superfluous. New provisions ensure that these reviews will take place every 30 days, before an independent adjudicator. The initial 48 hour review remains unaffected.

BACKGROUND

III

THE REFUGEE STATUS DETERMINATION SYSTEM

In 1980, only 1500 people claimed refugee status in Canada. From the inception of the current refugee status determination system (January 1, 1989) until December 31, 1991, some 87,000 people claimed refugee status. There were some 30,000 claims last year. The determination process involving the Immigration and Refugee Board (IRB) and Employment and Immigration Canada needs to be made more efficient than recent administrative changes allow so that claims are processed in a timely and fair manner.

A) ACCESS TO THE SYSTEM

The law now allows rejection of a refugee claim if the claimant already has refugee status in another country. Those who represent a security or criminal risk or, who were recently rejected as refugee claimants by the IRB would be prohibited from pursuing a claim. The new measures limit access to the refugee determination system to those in need.

1) International cooperation

International co-operation will control the practice of making refugee claims in several countries. 'Asylum-shopping' contributes to the high costs of the international refugee/asylum system -- estimated at seven billion dollars in 1991. The countries of the European Community have approached this problem by developing a 'country of first asylum' agreement, whereby the country a claimant first enters must accept responsibility for considering the refugee claim. Such an agreement with the United States would be of particular interest to Canada since almost one third of refugee claimants come here through the United States.

B) STREAMLINING THE SYSTEM

1) Hearings

The government proposes to streamline the system to encourage faster and more cost-effective decisions. The existing system involves a two-stage process: a preliminary hearing that is inefficiently screening out approximately 5% of claims as clearly unfounded; and an in-depth hearing into the validity of the refugee status claim after the first hearing.

The change to a single hearing before the independent IRB will reduce overall system delays by three to six months. It also eliminates the need for federally funded legal aid and federal-provincial funded legal aid, provided under the shared-cost Canada Assistance Program.

2) The Immigration and Refugee Board

The benefit of the doubt will continue to be accorded to claimants with some exceptions. Unanimity will now be required to accept claimants who arrived without satisfactory identification, who are nationals of countries such as the United States, or who visit their homelands while their claims are in process in Canada.

Other changes are proposed in the areas of IRB member training, procedures for handling complaints and for member discipline. In addition, to reinforce the independence of immigration adjudicators, it is proposed to transfer this function to the IRB.

C) TIMELY ACTION FOLLOWING A DECISION

1) Faster landing procedures

Permanent resident status will now be granted more quickly to successful refugee claimants. New procedures will allow refugees to be landed sooner and to include immediate family members in their applications for permanent residence. The goal is to grant permanent resident status to the family within six months of a favourable decision by the Board. People have waited as long as 24 months before receiving permanent status.

2) Employment authorizations

Refugees will receive employment authorizations ("work permits") as soon as their claims have been accepted. Issuing such permits only to successful claimants discourages frivolous refugee claims by economic migrants. It also ensures that people with rejected claims do not continue to work under invalid authorizations as they can now. This diverts considerable resources to locate rejected claimants and intervene with their employers.

3) Removals

The United Nations High Commissioner for Refugees has recognized that rejected refugee claimants should be removed to protect the integrity of refugee determination systems. In Canada, failure to remove rejected claimants makes it more difficult to uphold our humanitarian traditions. It encourages more abuse of the system which, in turn, makes it more difficult for refugees to gain access to the system and receive timely decisions. New measures will improve the effectiveness and timeliness of removals.

4) The Appeal Process

Persons whose claims have been refused now have the right to appeal, with leave, to the Federal Court of Canada. Removal orders against such persons are not carried out until an appeal has been resolved following a refusal of their claim at the second level hearing. Because of the large case backlog before the Federal Court, an appeal - no matter how spurious - can effectively delay removal for a considerable time.

In the future, decisions of the IRB will be subject to judicial review but on the same grounds as now exist for appeals. Reviews will be directed to the Trial Division of the Federal Court and will be heard by one judge rather than three. Access to the Appeal Division will only exist where a Trial Division judge identifies a case as involving a serious question of law.

When the Immigration and Refugee Board finds a claim to be manifestly unfounded, removal of the claimant will take place pending judicial review. This will occur after a 7-day period during which the claimant can retain and instruct counsel.

BACKGROUND

IV

IMPROVED SERVICE

Requests for service, both in Canada and abroad, have increased substantially in recent years. Significant improvements have improved our service delivery. Response times have been shortened and procedures have been simplified. Continued efforts to streamline service delivery, along with new administrative procedures, will ensure a high and consistent level of service at all immigration offices both inside and outside Canada.

The proposed legislation will provide the means to ensure that applicants in the same category of stream 1 are dealt with in the same amount of time whether they apply from India, Germany or Australia. Applicants in other streams will be given a realistic estimate of how long it will take to process their application. New centralized information centres will allow Canadian residents to find out more quickly what is happening to applications of their family and friends within the bounds of privacy legislation.

In addition, the department will continue to explore whether positive experiences with mail-in and drop-off services at Canada Immigration Centres can be extended. New application kits for services in Canada will include more timely, easily understood information and forms. Additional staff training will provide up-to-date information about immigration procedures.

Streamlining will improve the issuing or renewing of documents for visitors, students and Returning Residents. For example, many people wish to visit in Canada for longer periods, especially if they have travelled a great distance. More flexible rules will help these visitors. In addition, students will no longer be required to renew their student visas whenever they change their course of study.

Returning Resident permits will be replaced by a new Permanent Resident card. The card allows greater flexibility for people who settle in Canada but who travel frequently for business or other temporary reasons.

There will be transparency in rules and procedures - especially as they affect those for whom there may be humanitarian and compassionate reasons to allow them to stay in Canada. Such cases will be assessed against criteria set in regulation.

**Speech by the Honourable Bernard Valcourt
Minister of Employment and Immigration
following tabling of Legislative Proposals on
the Immigration Act.**

Ottawa

June 1992

Check against delivery

Today I proposed to Parliament a number of important changes to the Immigration Act. These changes will allow us to more effectively manage the program; to better respond to the generation of change which has taken place since the Act was passed in 1976; and to position ourselves to meet the challenges of the future.

Today we are building upon the program of steady growth and change that we have undertaken since 1984. These are changes which will preserve the integrity of a vital national program that contributes significantly to our country's unity and has served as a source of prosperity for more than a century.

The proposed changes will offer Canadians action within three distinct but inter-related areas of immigration policy. We are introducing measures which give us the authority to more effectively select those who come to Canada, to better protect Canadian society and these important programs from abuse, and, finally, to streamline our world class refugee determination system.

At home, Canadians are concerned about the growing costs of immigration. They are concerned about the fairness of the program and processing delays for those who want to come to here. And they want to know that the rules that govern the program and preserve its integrity will be enforced.

Internationally, Canada finds itself among a group of industrialized nations that are faced with a similar problem. We each must find ways of managing the impact of the unplanned, large scale movement of people - a phenomenon spurred on by regional and ethnic conflicts, environmental disaster and economic collapse.

As a consequence, these mounting pressures challenge our ability to maintain an immigration and refugee system that is true to our humanitarian traditions, and managed in the best interests of all Canadians.

The changes I am announcing today respond to those challenges. They will give us the tools to adapt our program to the realities of the 1990's and ensure that we have a program that is fair, balanced and effective.

The changes I am proposing involve improvements in three general areas. These changes will allow us:

- ▶ To more effectively select and process those who come to Canada, by improving the way in which we manage the categories and number of immigrants, and by improving the services we provide to them;
- ▶ To better protect Canadian society by tightening up the enforcement and control measures we employ to preserve the integrity of the system; and
- ▶ To streamline the refugee determination system in order to improve the effectiveness of the program, with fair decisions rendered quickly.

Effective Selection

To be effective, Canada's immigration policy must balance our compassionate character as a people with our pragmatic requirements as a nation.

This equilibrium will be maintained through the three policy objectives which underpin the program. We have a social obligation to reunite families; a humanitarian responsibility to protect refugees; and an economic requirement to attract newcomers whose particular skills and talents contribute to our prosperity.

The proposed changes help us to maintain a constructive balance between these three policy pillars.

At the present time we have the power to set overall levels of immigration, however we lack the means to actually deliver on those targets.

For example if 50,000 eligible individuals in the assisted relatives category apply in a given year, the government must consider each of those applications, even though the annual immigration plan may only provide for 25,500 applications. That's the law. And that's why we have processing backlogs.

The proposed changes will give us the tools to more effectively control those numbers. They will provide greater certainty to our planning. Greater certainty means fewer delays in processing, more predictable processing times and greater fairness for newcomers.

Specifically, I have proposed the introduction of three management streams for selecting immigrants.

Stream one will have no fixed limit on applications for various categories. The stream could include the immediate family, those found to be Convention refugees by the Immigration and Refugee Board, and investors. Applicants will be processed according to specific time standards. For example, our objective will be to process routine immediate family applicants within six months whether the application was made in Germany or India.

Stream two will operate on a "first come - first served" basis. There will be ceilings for each groups within the stream. The stream could include refugees processed abroad, parents, grandparents, and immigrants with specifically required skills. For some groups, once the ceiling was reached, no more applications would be processed. Others would be able to re-apply in the next planning period so that backlogs would not accumulate.

In the third stream we would select for excellence - accepting only the most highly qualified individuals. This stream could be composed largely of individuals from the independent or entrepreneurs categories. Again we will have ceilings for each group within the stream. Only the required number of applications will be accepted.

This "streamed" approach will help to eliminate the build-up of backlogs which drain our resources and reduce our flexibility to help others.

Additionally, the proposals do not change the decision-making authority for the selection of immigrants contained in bilateral agreements with the provinces. In particular these changes will be consistent with the Canada-Quebec Accord on Immigration.

The reality is, Canada benefits economically and socially from immigration. However, it is also true that not every area of the country profits from the program. Some regions find it difficult to attract newcomers.

To deal with this, some skilled immigrants will be offered a 'contract-like' arrangement. As a condition of their acceptance to Canada, they will have to settle in a community with a real need for their specific skills and for a specified period. Their contributions will be a positive benefit to communities that organize themselves to take advantage of this measure.

Better Protection

Besides being ranked by the United Nations as the best place in the world in which to live, Canada also has the most generous and open immigration and refugee programs in the world.

In 1984 we accepted about 88,000 individuals as either immigrants or refugees. This year we will accept a total of 250,000 or almost three times as many as a decade ago.

Because there are only a limited number of people we can accommodate each year, an increasing number of people are seeking ways to bypass the regular immigration process. This phenomenon is common to many developed nations.

The federal government has an obligation to protect the integrity of these vital programs and ensure that those who need our help most get it - and those who should not are denied access to Canada.

We will be taking a number of steps to protect these programs - at home, at our borders and overseas.

Overseas we will provide further training and technological assistance to our own staff and to airline personnel to help them identify fraudulent documents. We will also extend the rules governing "criminal inadmissibility" to deny access to Canada by individuals who may not have a record of criminal conviction but who are known members of a criminal or terrorist organization.

At our borders, we will give immigration staff the powers to search individuals and to seize documents and vehicles use in smuggling operations. We will expand the authority of our officers to fingerprint and photograph refugee claimants and increase the penalties for people caught smuggling.

At home, we will amend our legislation so that criminals who try to enter Canada disguised as refugee claimants can be removed.

And we will take steps to ensure that departure orders and removals are enforced fairly and efficiently.

By defending the integrity of these programs we achieve two things. First, we preserve a programs central to our social and economic prosperity. And second, we maintain public confidence in these essential programs.

Streamlining the Refugee Process

Canadians have earned a special position in the world for our work on behalf of refugees. In 1986 the United Nations High Commissioner for Refugees awarded the Nansen Medal to the people of Canada in recognition of this country's outstanding efforts on behalf of refugees. This was the first time in the 40 years of the medal that it was awarded to a nation.

But, despite our international reputation, we have a refugee determination system that is working close to maximum capacity. While we are able to process as many claims as we receive each year, it is not at all certain that we could meet the demands of a sustained surge in obviously unfounded claimants.

The time required to process claims and make decisions still takes too long - and that's not fair to claimants. The speed with which we can remove rejected claimants remains slow, and that erodes the effectiveness of the system. And the consequence of all this "delay" is the need for costly support programs - and that's certainly not fair to taxpayers.

It is our intention to further improve the decision-making process at the Immigration and Refugee Board (IRB).

We will eliminate the first level hearing. This step will accelerate the processing times, cut administrative costs and allow the IRB to direct its resources where they are needed most. This is a change recommended by the Auditor General and the Law Reform Commission, and supported by the Chairman of the IRB.

Changes to complaints and discipline procedures for IRB members and more training will improve the quality and consistency of the Board's decisions.

Genuine refugees should be able to get on with their lives as quickly as possible. The sooner decisions are made on the status

of claimants, the sooner a refugee can get off the welfare rolls and become a contributing member of their community.

New procedures will allow Convention refugees to be "landed" more quickly and take up employment sooner. The proposals will permit the spouse and dependent children of the applicant to be processed at the same time as the successful claimant. The department expects to cut the waiting time for landed status to an average of six months.

We have also proposed a series of additional measures to help us achieve better control over the program. For example, we may deny access to people who could pursue a claim in a country or countries with which we have refugee determination agreements.

In straightforward cases where an individual is clearly not eligible to claim refugee status, senior immigration officers will be given the authority to reject a claim. If the individual does not leave the country within a reasonable period of time then the rejection order will automatically become a deportation order.

Ultimately, however, the management and resolution of refugee issues requires international cooperation.

In 1991, about a third of all refugee claimants came to Canada through the United States, and a further one-tenth through Europe. Negotiations with the United States are currently underway in order to better share the responsibilities between our two countries in the determination of refugee status. We are also talking with the Europeans about similar agreements.

Finally, a fair and effective refugee determination process must include the authority to remove people whose claims have been rejected. International authorities including the UNHCR clearly recognize this fact. As a result we will also be taking steps to improve the timeliness and effectiveness of removal procedures.

Service Improvements

Finally, the department will also take steps to further improve the level of service provided to the Canadian public and potential immigrants through our offices here in Canada and overseas.

Centralized information centres will provide people with quicker access to information on the status of applications. The department will increase the use of mail-in and drop-off services and introduce more user-friendly application and information forms.

Changes have also been proposed which will streamline and make more flexible the way in which the department administers documents for visitors, students and returning residents.

Conclusion

On a per capita basis Canada receives more immigrants than any other country in the world. Our current Immigration Act dates back to 1976. It was never designed to handle the volumes of people now seeking to enter Canada. The system is showing signs of strain. It is important that we act now to bring the system in line with the realities of the 1990s.

A failure to respond now will have significant consequences in the years ahead. Backlogs in immigrant applications will lead to long processing delays and ever escalating costs. This is neither fair to the prospective immigrant, the stateless refugee or ultimately to the Canadian taxpayer.

More important, our ability to respond to the needs of Canadians will be undermined if we do not act now. Without effective control over the number and proportions of immigrants coming to Canada, we cannot ensure that immigration will continue to best serve the interests of Canada - or address the different social and economic needs across the country.

With the authority to more effectively select, better protect and to streamline we will be better able to more effectively manage our immigration and refugee programs.

The changes which we are proposing will ensure that we have a fair, balanced and effective immigration system - a system attuned to the realities of the 1990s.

Nous réussirons ainsi à nous doter d'un système d'immigration juste, équilibré et efficace - véritablement adapté aux années 90.

Grâce aux nouveaux pouvoirs que nous donneront les modifications proposées, nous serons mieux en mesure de gérer nos programmes d'immigration et d'accueil de réfugiés.

économiques ou sociaux de nos diverses régions. cesse de servir les intérêts du Canada et de répondre aux besoins des immigrants qui entrent au Canada, il se peut que l'immigration nous ne parvenons pas à exercer un contrôle efficace sur le nombre pourrions peut-être plus répondre aux besoins des Canadiens. Si qui plus est, si nous n'agissons pas des maintenant, nous ne

canadien. l'immigration, que pour le réfugié apatride et le contribuable élevés. Cette situation est injuste tant pour le candidat à de traitement toujours plus longs et des frais toujours plus en payer les conséquences plus tard. L'arrière entraîne des délais Si nous ne réagissons pas des maintenant, nous risquons d'avoir à

années 90. agir dès maintenant afin d'adapter notre système à la réalité des Le système donne des signes de fatigue. Nous devons absolument nombre de personnes qui cherchent aujourd'hui à entrer au Canada. remonte à 1976. Elle n'a pas été conçue pour traiter le grand que tout autre pays du monde. Notre loi sur l'immigration actuelle En proportion de sa population, le Canada reçoit plus d'immigrants

Conclusion

pays dans un délai raisonnable, l'ordonnance de renouveau
deviendra automatiquement une ordonnance d'expulsion.
En définitive, toutefois, la gestion et la résolution de la
question des réfugiés devront faire appel à la coopération
internationale.

En 1991, le tiers des revendicateurs du statut de réfugié sont
entrés au Canada par les États-Unis et dix autres pourcent en
provenance de pays d'Europe. Nous négocions actuellement avec les
États-Unis afin de mieux répartir la responsabilité de
déterminer le statut de réfugié des revendicateurs. Nous avons
également des pourparlers sur des ententes semblables avec les pays
européens.

Améliorer le service

Enfin, le Ministère prendra aussi les moyens d'améliorer la qualité
du service offert à la population canadienne et aux immigrants
éventuels au Canada comme dans nos bureaux de l'étranger.

De nouveaux centres d'information centralisés permettront aux
résidents canadiens de savoir plus rapidement ce qu'il advient des
demandes de leurs parents et amis. Nous recourrons davantage aux
services d'envoi par la poste ou de dépôt aux Centres d'Immigration
Canada et nous repenserons nos formulaires de demande et nos
trousse de renseignements afin qu'ils soient plus faciles à
comprendre.

Nous proposons aussi de rationaliser les formalités
administratives de délivrance et de renouvellement des documents
des visiteurs, des étudiants et des résidents permanents qui
reviennent au pays.

encore trop long, ce qui compromet l'efficacité du système. Ces délais interminables nous obligent, en outre, à mettre en place des programmes de soutien coûteux - et cela n'est certes pas juste pour les contribuables.

Nous comptons donc améliorer le processus de prise de décision à la Commission de l'immigration et du statut de réfugié.

Nous éliminerons le premier palier d'audience. Cela nous permettra d'accélérer le délai de traitement, de réduire les frais d'administration et donnera à la Commission de l'immigration et du statut de réfugié la possibilité de canaliser ses ressources là où elles sont le plus utiles. Cette modification est recommandée par le Vérificateur général et la Commission de réforme de la loi et appuyée par le président de la Commission de l'immigration et du statut de réfugié.

Nous modifierons les modalités de grief et les mesures de rappel à l'ordre des membres de la Commission de l'immigration et du statut de réfugié et nous leur offrirons une meilleure formation afin que les décisions de la Commission soient de meilleure qualité et plus conséquentes.

Les véritables réfugiés doivent avoir la possibilité de reprendre le cours normal de leur vie le plus rapidement possible. Plus les décisions seront prises rapidement, plus vite les réfugiés pourront quitter les rangs des bénéficiaires d'aide sociale et devenir des citoyens à part entière.

De nouvelles mesures permettront aux réfugiés au sens de la Convention de s'établir plus rapidement et de trouver plus vite du travail. Les modifications proposées autoriseront le conjoint et les enfants à charge du revendicateur accepté de faire étudier leur demande en même temps que celui-ci. On espère ramener ainsi à une moyenne de six mois le délai de traitement des demandes de statut d'immigrant reçu.

Nous proposons également une série d'autres mesures qui devraient nous permettre d'exercer plus de contrôle sur le programme. Nous pourrions, par exemple, refuser l'accès aux personnes qui pourraient faire leur demande dans un ou des pays avec lequel ou lesquels nous avons conclu un accord pour l'accueil des réfugiés.

Lorsqu'il apparaît clairement qu'une personne n'est pas admissible au statut de réfugié, les premiers agents d'immigration auront le pouvoir de refuser la demande. Si la personne ne quitte pas le

lignes aériennes afin qu'ils puissent mieux repérer les documents falsifiés. Nous étendrons également la portée des règles qui régissent la « non-admissibilité pour cause de criminalité » afin de refuser l'accès aux personnes qui, sans avoir de casier judiciaire, sont des membres reconnus d'une organisation criminelle ou terroriste.

A nos frontières, nous accorderons aux agents d'immigration le pouvoir de fouiller les arrivants et de saisir documents et véhicules ayant servi à des opérations de trafic. Nous autoriserons nos agents à prendre les empreintes digitales et à photographier les revendicateurs du statut de réfugié et nous rendrons plus sévères les peines imposées aux passeurs.

Sur notre territoire, nous modifierons nos lois afin que les criminels qui cherchent à entrer au Canada sous le couvert d'une revendication de statut de réfugié puissent être refoulés. Et nous veillerons à ce que les avis d'interdiction de séjour et les ordonnances de renvoi soient appliqués de façon juste et efficace.

En préservant l'intégrité de ces programmes, nous réaliserons deux objectifs : nous protégerons un programme essentiel à notre prospérité économique et sociale et ferons en sorte que la population puisse continuer d'avoir confiance en ce programme.

Rationaliser le processus de reconnaissance du statut de réfugié

Le Canada s'est acquis une réputation mondiale pour sa façon d'accueillir les réfugiés. En 1986, le Haut-commissaire des Nations Unies pour les réfugiés accordait la médaille Nansen au peuple canadien en reconnaissance des efforts remarquables déployés par ce pays pour accueillir des réfugiés. C'était la première fois en 40 ans que cette médaille était accordée à tout un peuple.

Mais abstraction faite de cette réputation, notre système de mesure toutes les demandes que nous recevons dans une année, rien ne prouve que nous pourrions faire face à un afflux soudain de revendicateurs malhonnêtes.

Le temps nécessaire au traitement des demandes et à la prise d'une décision est encore beaucoup trop long - ce qui crée une situation injuste pour les revendicateurs. Et le temps qu'il faut pour faire quitter le pays aux personnes dont la demande a été refusée est

Et, précisons-le, les modifications proposées aujourd'hui ne limitent en rien les pouvoirs décisionnels en matière de sélection d'immigrants accordés aux provinces en vertu d'accords bilatéraux et, plus particulièrement, demeurent conformes à l'Accord Canada-Québec sur l'immigration.

Il est vrai que le Canada profite de l'immigration du point de vue économique et social. Mais il est également vrai que les régions du pays ne profitent pas toutes également du programme, certaines d'entre elles trouvent difficile d'attirer des immigrants.

Nous comptons modifier cette situation en introduisant des mesures qui exigeront que certains immigrants qualifiés acceptent - comme condition d'entrée au Canada - de s'établir pour un certain temps, dans une région donnée. Cette mesure ne s'appliquerait qu'à un petit nombre de cas, mais aurait sans doute des répercussions heureuses sur les collectivités qui feront en sorte d'en profiter.

Une meilleure protection

En plus d'être coté par les Nations Unies comme l'endroit au monde où il fait le mieux vivre, le Canada est doté du programme d'immigration et d'accueil de réfugiés le plus ouvert et le plus généreux du monde.

En 1984, nous avons accepté quelque 88 000 personnes à titre d'immigrants ou de réfugiés. Cette année, nous en accepterons un total de 250 000, soit presque le triple.

Toutefois, comme nous ne pouvons recevoir qu'un nombre limité de personnes tous les ans, de plus en plus de gens cherchent les moyens d'échapper aux règles de l'immigration. Ce phénomène se produit dans bon nombre de pays développés.

Le gouvernement fédéral doit protéger l'intégrité de ses programmes, veiller à ce que soient aidés ceux qui ont vraiment besoin d'aide et faire en sorte que les indésirables soient refoulés.

Nous prendrons donc un certain nombre de mesures pour protéger ces programmes - sur notre territoire, à nos frontières et à l'étranger.

A l'étranger, nous offrirons une formation accrue et une aide technologique plus poussée à nos propres agents et au personnel des

toutes les demandes même si le plan annuel d'immigration fixe le nombre maximal de requérants dans cette catégorie à 25 500. C'est ce qu'exige la loi. Et c'est pourquoi nous retrouvons avec un arrière.

Les modifications proposées nous donneront les outils pour mieux gérer ces quotas. Elles donneront à notre planification une plus grande mesure de certitude, ce qui donnera lieu à un traitement plus rapide des dossiers, à des périodes d'attente plus prévisibles et nous permettra de traiter les nouveaux arrivants de façon plus équitable.

Concrètement, je propose que la sélection des immigrants se fasse selon un nouveau processus de gestion en trois volets :

Volet un : aucune limite ne sera fixée au nombre de requérants de ces catégories. Ce volet pourrait s'appliquer aux immigrants de la catégorie de la famille immédiate, à ceux qui seraient reconnus comme réfugiés au sens de la convention par la Commission de l'immigration et du statut de réfugié ainsi qu'aux investisseurs. Les dossiers seront traités dans des délais précis. Notre objectif sera, par exemple, de traiter les demandes de personnes de la catégorie de la famille immédiate en six mois, que la demande soit faite en Allemagne ou en Inde.

Volet deux : ces demandes seront traitées suivant l'ordre de présentation : premier arrivé premier servi. Un plateau s'appliquera à chacun des groupes de ce volet. Ce volet pourrait s'appliquer aux réfugiés dont le cas aurait été traité à l'étranger, aux parents, aux grands-parents et aux immigrants ayant un emploi réservé. Dans le cas de certains groupes, une fois le plateau atteint, nous n'accepterions plus de demandes. D'autres pourraient présenter une nouvelle demande lors de la prochaine période de planification afin d'éviter les arrières.

Volet trois : ces requérants seraient choisis selon le principe de l'excellence : seuls les plus qualifiés seraient retenus. Il s'agirait surtout d'immigrants indépendants et d'entrepreneurs ou de personnes qualifiées dans des professions désignées. Ici encore, un plateau s'appliquera à chaque groupe et nous ne traiterons que le nombre prescrit de demandes.

Cette approche par «volets» nous permettra d'éliminer les arrières qui drainent actuellement nos ressources et nous empêchent d'aider les autres avec toute la souplesse voulue.

réfugiés qui soit fidèle à nos traditions humanitaires tout en étant géré en fonction des intérêts des Canadiens.

Les modifications que j'annonce aujourd'hui vont nous permettre de relever le défi. Elles nous donneront les moyens d'adapter notre programme aux réalités des années 90 et de faire en sorte qu'il soit juste, bien équilibré et efficace.

Je propose d'apporter des améliorations dans trois secteurs afin que nous puissions :

► mieux choisir les personnes qui entrent au Canada, et mieux traiter leurs dossiers, en établissant avec plus de précision les catégories d'immigrants et leur nombre et en améliorant la qualité des services que nous leur offrons;

► mieux protéger la société canadienne en resserrant les mesures de contrôle et d'exécution de la Loi qui nous permettent de préserver l'intégrité du système;

► rationaliser le processus de reconnaissance du statut de réfugié afin d'accroître l'efficacité de ce programme et de rendre plus rapidement des décisions plus justes.

Une sélection plus efficace

Pour être efficace, la politique canadienne d'immigration doit trouver un juste milieu entre nos traditions humanitaires et les exigences pragmatiques d'un pays comme le nôtre.

Cet équilibre sera maintenu grâce aux trois objectifs qui sous-tendent notre programme. Nous avons l'obligation sociale de réunir les familles, la responsabilité morale de protéger les réfugiés et la nécessité économique d'attirer des immigrants dont les talents et les compétences sauront contribuer à notre prospérité.

Les modifications proposées nous aideront à établir un équilibre constructif entre ces trois aspects de notre politique.

À l'heure actuelle, nous avons le pouvoir de fixer des quotas d'immigration mais nous ne sommes pas en mesure de véritablement respecter ces cibles.

Par exemple, si 50 000 personnes admissibles dans la catégorie des parents aidés font leur demande la même année, nous devons étudier

Notes pour une allocution que doit prononcer
M. Bernard Valcourt, C.P., député et
ministre d'Emploi et Immigration Canada à la suite
du dépôt des propositions législatives touchant
la Loi sur l'immigration.

Ottawa

Juin 1992

Priorité au discours prononcé

J'ai proposé aujourd'hui au Parlement un certain nombre de
modifications importantes à la Loi sur l'immigration. Ces
modifications nous permettront de mieux gérer le programme, de
mieux réagir à la situation actuelle, qui a beaucoup évolué depuis
l'adoption de la loi en 1976, et de mieux faire face aux défis que
nous réserve l'avenir.

Les changements proposés aujourd'hui s'inscrivent dans le cadre
d'un programme d'amélioration et de modifications progressives déjà
en place depuis 1984. Elles ont pour but de préserver l'intégrité
d'un programme national qui contribue de façon vitale à l'unité de
notre pays et représente depuis plus d'un siècle une source de
prosperité constante.

Nous nous proposons d'intervenir dans trois domaines distincts,
mais indissociables, de la politique d'immigration. Les mesures
que nous introduisons aujourd'hui nous donneront le pouvoir de
mieux choisir les personnes qui entrent au Canada, de mieux
protéger la société canadienne et ses programmes contre les abus
et, enfin, de rationaliser notre processus de reconnaissance du
statut de réfugié.

Les Canadiens s'inquiètent du coût croissant de l'immigration. Ils
se demandent si notre programme est juste et si le temps d'attente
imposé aux personnes qui veulent s'installer ici est justifié. Ils
veulent en outre avoir l'assurance que les règles qui régissent le
programme et préservent son intégrité seront mises en application.

A l'échelle internationale, le Canada fait partie d'un certain
nombre de pays industrialisés qui font face à une situation
semblable. Tous doivent trouver les moyens de gérer les afflux
soudains de demandeurs d'asile : phénomène engendré par les
conflits ethniques, les catastrophes écologiques et l'effondrement
des économies.

Il en résulte des pressions énormes qui mettent à rude épreuve
notre désir de conserver un système d'immigration et d'accueil de

Les demandes de services, tant au Canada qu'à l'étranger, ont beaucoup augmenté ces dernières années. On a apporté aux services des améliorations importantes. Le temps de réponse a été réduit et les procédures ont été simplifiées. Des efforts constants pour rationaliser la prestation des services, de même que de nouvelles mesures administratives, permettront d'offrir un niveau élevé et constant de services à tous les bureaux d'immigration, tant au Canada qu'à l'étranger.

Grâce aux modifications proposées, tous les immigrants appartenant à une même catégorie du volet 1 bénéficieront d'un traitement aussi rapide de leur demande, qu'ils se trouvent en Inde, en Allemagne ou en Australie. Les candidats des autres volets pourront savoir approximativement combien de temps il faudra pour traiter leur demande. De nouveaux centres de renseignements centralisés permettront aux résidents du Canada de savoir plus vite où en est le traitement des demandes de leur famille et de leurs amis, sous réserve de la Loi sur la protection des renseignements personnels.

De plus, le Ministère continuera à examiner s'il convient de prolonger les expériences positives de services de dépêches et de livraison menées dans les CIC. Les nouvelles troupes de demande de services au Canada comprendront des formulaires et des renseignements plus opportuns et plus faciles à comprendre. La formation plus poussée du personnel comprendra des renseignements à jour sur les procédures d'immigration.

La rationalisation permettra d'améliorer l'émission ou le renouvellement des documents aux visiteurs, aux étudiants et aux résidents permanents qui reviennent. Par exemple, bon nombre de personnes désirent visiter le Canada pendant des périodes plus longues, particulièrement lorsqu'il leur a fallu parcourir de grandes distances. Des règlements plus souples seront utiles à ces visiteurs. En outre, il ne sera dorénavant plus nécessaire aux étudiants de renouveler leur visa lorsqu'ils modifient leur programme d'études.

Les permis de retour pour résident permanent seront remplacés par une nouvelle carte de résident permanent. Cette carte accorde une plus grande liberté de mouvement aux personnes qui s'établissent au Canada, mais qui voyagent souvent pour leurs affaires ou d'autres motifs provisoires.

Il y aura transparence dans les règles et les procédures -- particulièrement dans le cas des personnes pour lesquelles des motifs humanitaires et de compassion peuvent être invoqués, afin de leur permettre de demeurer au Canada. Ces cas seront évalués en fonction des critères formulés dans la réglementation.

être exécutée même si un recours judiciaire a été logé. Le renvoi est exécuté après une période de sept jours au cours de laquelle le revendicateur peut retenir les services d'un avocat.

personnes ont déjà attendu jusqu'à 24 mois avant d'obtenir le statut de résident permanent.

2) Permis de travail

Les réfugiés recevront un permis de travail dès que leur demande aura été acceptée. La délivrance exclusive de ces permis aux réfugiés admis décourage la présentation, par des migrants économiques, de demandes sans fondement. Elle vise aussi à empêcher les personnes dont la demande a été rejetée de continuer à travailler sans autorisation valide, comme elles peuvent le faire actuellement. Cela fera économiser les ressources considérables engagées pour retrouver les revendicateurs refusés et pour communiquer avec leur employeur.

3) Renvois

Le Haut-commissaire des Nations Unies pour les réfugiés a reconnu que les revendicateurs du statut de réfugié dont la demande a été rejetée devraient être renvoyés dans leur pays dans le but de préserver l'intégrité des processus de détermination du statut de réfugié. Au Canada, le défaut de renvoyer les revendicateurs refusés rend plus difficile le respect de nos traditions humanitaires. Ce manquement encourage les abus à l'égard du système, ce qui en complique l'accès et retarde l'adoption des décisions. Les nouvelles mesures feront en sorte que les renvois seront encore plus efficaces et rapides.

4) Procédure d'appel

Les revendicateurs refusés ont maintenant le droit d'interjeter appel devant la Cour fédérale du Canada. Les mesures de renvoi de ces personnes ne sont appliquées que lorsque l'appel a été reçu, par suite du rejet de leur demande au second palier d'audience. Compte tenu de l'imposant arriéré de cas en attente à la Cour fédérale, tout appel -- quelle que soit sa valeur -- peut vraiment retarder considérablement le renvoi.

Dans l'avenir, les décisions de la CISR seront soumises à un recours judiciaire, mais en fonction des mêmes critères que ceux actuellement en vigueur pour les appels. Les recours seront portés à la Section de première instance de la Cour fédérale et entendus par un seul juge au lieu de trois. On ne pourra avoir accès à la Section d'appel que lorsqu'un juge de la Section de première instance aura jugé que le cas soulève une importante question de droit.

Lorsque la Commission de l'immigration et du statut de réfugié considère qu'une demande est manifestement sans fondement, l'ordonnance de renvoi du revendicateur du statut de réfugié peut

B) RATIONALISATION DU PROCESSUS

1) Les audiences

Le gouvernement propose de rationaliser le processus afin d'encourager la prise de décisions rapides et plus rentables. Le processus actuel comporte deux étapes : le premier palier d'audience, qui est peu efficace puisqu'il ne permet de rejeter qu'environ 5 p. 100 des demandes comme étant nettement injustifiées; l'instruction approfondie, qui porte sur la validité de la demande acceptée lors de l'instruction préliminaire.

L'adoption d'une audience unique devant la CISR ramènera le processus à une durée de trois à six mois. Elle éliminera aussi la nécessité d'une aide juridique offerte à même les fonds fédéraux (ou fédéraux-provinciaux, dans le cadre du Régime d'assistance publique du Canada).

2) La Commission de l'immigration et du statut de réfugié

Le bénéfice du doute continuera d'être accordé aux revendicateurs, à certaines exceptions près. Il faudra dorénavant l'unanimité pour accepter les revendicateurs qui se présentent sans identification acceptable, qui sont des ressortissants de pays comme les États-Unis ou qui sont en visite dans leur patrie pendant que leur demande est à l'étude au Canada.

D'autres changements sont proposés au chapitre de la formation des membres de la CISR, de la procédure d'étude des plaintes et des mesures de discipline applicables aux membres. En outre, dans le but de renforcer l'indépendance des arbitres de l'immigration, on propose de transférer cette fonction à la CISR.

C) SUIVI RAPIDE DES DÉCISIONS

1) Accélération de la procédure liée au droit d'établissement

Le statut de résident permanent sera dorénavant accordé plus rapidement aux revendicateurs dont la demande a été acceptée. De nouvelles mesures permettront aux réfugiés d'obtenir plus tôt le droit d'établissement et d'inclure les membres de leur famille immédiate dans leur demande de résidence permanente. L'objectif est d'accorder le statut de résident permanent à la famille, dans les six mois suivant la décision favorable de la Commission. Des

III LE PROCESSUS DE DÉTERMINATION DU STATUT DE RÉFUGIÉ

En 1980, seulement 1 500 personnes avaient demandé le statut de réfugié au Canada. Depuis la mise en place de l'actuel processus de détermination (le 1^{er} janvier 1989) jusqu'au 31 décembre 1991, quelque 88 000 personnes ont demandé le statut de réfugié. Il y a eu l'an dernier quelque 30 000 demandes. Il faut que le processus de détermination, qui relève de la Commission de l'Immigration Canada, soit plus efficace que ne le permettaient les récents changements administratifs, afin que le traitement des demandes se fasse de façon opportune et juste.

A) ACCÈS AU PROCESSUS

La loi permet maintenant de rejeter la revendication si le demandeur a déjà obtenu le statut de réfugié dans un autre pays. Les personnes qui représentent un danger pour la sécurité ou qui possèdent des antécédents criminels ou dont la revendication du statut de réfugié a récemment été rejetée par la CISR n'auraient pas le droit de présenter une demande. Les nouvelles mesures réservent l'accès au processus de détermination aux personnes qui en ont vraiment besoin.

1) Coopération internationale

La coopération internationale permettra de neutraliser l'habitude de présenter des demandes de statut de réfugié dans plusieurs pays. La recherche du «meilleur» asile, plutôt que du premier asile, par les revendicateurs, contribue aux coûts élevés du système international de réfugiés ou d'asile (environ 7 milliards de dollars en 1991). Les pays de la Communauté européenne se sont entendus sur une règle du «premier pays d'asile», selon laquelle le pays où est arrivé en premier lieu le demandeur doit prendre la responsabilité d'étudier la demande de statut de réfugié. Une telle entente avec les États-Unis serait particulièrement intéressante pour le Canada puisque près du tiers des demandeurs du statut de réfugié arrivent au Canada en provenance des États-Unis.

Des raisons indépendantes de la volonté du Ministère pourront retarder le renvoi d'une personne placée sous garde -- par exemple, la nécessité d'obtenir des documents de voyage nécessaires. La personne placée sous garde devra alors se présenter chaque semaine à un arbitre chargé d'étudier les motifs de la garde. Comme il est rare que les circonstances changent rapidement, l'examen hebdomadaire est superflu. Les nouvelles dispositions prévoient que ces examens se feront tous les 30 jours, par un arbitre indépendant. L'examen initial de 48 heures reste inchangé.

dactyloscopie permettra également de dépister les criminels qui essaient d'entrer au pays en se faisant passer pour des réfugiés.

C) APPLICATION DE LA LOI AU CANADA

1) Abus de l'aide sociale

La législation actuelle ne permet pas de renvoyer les visiteurs qui bénéficient de nos programmes d'aide sociale. Les dispositions proposées permettraient de renvoyer les personnes qui misent uniquement sur la générosité du système canadien d'aide sociale pour subvenir à leurs besoins.

2) Abus du processus de reconnaissance du statut de réfugié

Les mesures proposées permettraient de renvoyer au Canada les criminels qui présentent une demande de statut de réfugié pour éviter d'être extradés dans un pays où ils auraient à faire face à des poursuites pénales.

3) Renvois

Actuellement, les personnes jugées non admissibles au Canada peuvent recevoir un avis d'interdiction de séjour qui précise la date à laquelle elles doivent quitter le pays. Elles ne sont pas obligées d'informer les fonctionnaires qu'elles quittent le Canada. Par conséquent, les agents d'immigration doivent souvent consacrer d'importantes ressources pour établir si une personne a effectivement respecté cet avis.

De nouvelles dispositions inciteront les gens à vérifier la date limite. Un nouvel «avis d'interdiction de séjour» obligera la personne qui se trouve illégalement au Canada à quitter le pays dans un délai donné et à signaler son départ. Le défaut de se conformer à cet avis transformera ce dernier en une «mesure d'expulsion» et la personne s'exposera à un départ forcé. Quiconque sera renvoyé du Canada dans ces circonstances aura besoin du consentement du Ministre pour revenir au pays et devra régler les frais de la démarche de renvoi.

Dans certains cas, des personnes recevront automatiquement un avis d'expulsion à cause d'une violation grave des lois canadiennes. Si elles représentent un danger pour la sécurité publique jusqu'au moment de l'application de la mesure de renvoi, elles pourront être placées sous garde en attendant leur renvoi. Les personnes qui ne respectent pas l'avis d'interdiction de séjour pourront également être placées sous garde.

En vertu des nouvelles dispositions, il sera possible de photographier et de dactylographier (prendre les empreintes digitales) les revendicateurs du statut de réfugié. Le gouvernement pourra alors communiquer ces renseignements aux autorités municipales en vue de prévenir les doubles demandes. Toute communication de renseignements sera faite en conformité de la Loi sur la protection des renseignements personnels. La

Quelques personnes ont profité du processus de reconnaissance du statut de réfugié pour présenter de multiples revendications et, par la suite, de multiples demandes d'aide sociale. On a même vu un demandeur toucher 17 chèques d'aide sociale en même temps. Les fraudeurs de ce genre sont peu nombreux, mais le problème demeure sérieux, car de tels cas minent la confiance du public à l'égard de la politique relative à l'immigration et aux réfugiés.

3) Prévention des doubles demandes de statut de réfugié

Il existe des dispositions prévoyant de nouvelles sanctions contre les passeurs, sans égard à la taille de leurs opérations. Ce changement alignerait les sanctions canadiennes sur celles d'autres pays. Les nouvelles pénalités maximales iront d'une amende de 10 000 \$ ou d'un an d'emprisonnement ou les deux, à une amende de 500 000 \$ ou à 10 ans d'emprisonnement ou les deux.

Les passeurs de migrants clandestins peuvent toucher de gros profits, courent peu de risques et ne sont guère inquiétés par les sanctions actuelles. Au Canada, les pénalités contre les individus qui introduisent moins de dix migrants clandestins sont beaucoup moins sévères que celles imposées dans le cas des opérations plus considérables. Cela incite les passeurs à entreprendre des opérations plus petites mais plus fréquentes.

2) Sanctions contre les passeurs de migrants clandestins

En outre, les agents d'immigration auraient le droit de fouiller les personnes soupçonnées d'agir comme «passeurs de documents». Voyageant par avion, les passeurs de documents recueillent les documents de voyage que leurs «clients» ont présentés pour être admis à bord. Ils utilisent ensuite ces documents dans une autre opération d'immigration illégale. Ces passeurs sont souvent des résidents ou des citoyens du Canada et n'ont donc pas à se présenter à un agent d'immigration à leur arrivée au pays.

Les nouvelles dispositions permettront aux agents d'immigration d'obtenir des documents en fouillant les personnes dont l'identité ne peut être établie. Ce pouvoir est analogue au droit de fouille que détient l'agent des douanes pour saisir les marchandises non déclarées ou de contrebande.

De plus en plus, les gens qui arrivent au Canada sont munis de faux documents, ou encore n'ont pas de documents de voyage, même s'ils ont du normalement montrer de tels documents pour être admis sur les vols à destination du Canada. En 1991, environ 6 570 personnes ont débarqué au pays avec des documents falsifiés ou incomplets. Dans bien d'autres cas, les passagers étaient munis de documents qui les rendaient inadmissibles ou auraient nu à une demande éventuelle de statut de réfugié.

1) Nouvelles clauses en matière de fouille

B) CONTRÔLES AUX POINTS D'ENTRÉE

Les revendicateurs du statut de réfugié au Canada devront subir un examen médical lorsqu'ils présentent leur demande. Les revendicateurs acceptés et les membres de leur famille immédiate qui sont à l'étranger pourront se réunir au Canada, peu importe leur état de santé. Comme les réfugiés ont déjà le droit de demeurer au Canada, la non-admissibilité pour raisons médicales n'est plus pertinente.

Les modifications proposées permettraient au gouvernement de mieux définir, par règlement, ce qui constitue un fardeau excessif pour les services sociaux ou de santé. Les provinces et les groupes d'intérêts seraient consultés à ce sujet. On supprimerait de la Loi sur l'immigration la mention «invalidité», pour ne plus donner l'impression que la Loi est discriminatoire envers les personnes handicapées.

La Loi sur l'immigration énonce les critères de non-admissibilité pour raisons de santé. Il s'agit d'éviter que les immigrants et les visiteurs ne mettent en danger la santé des Canadiens et n'imposent un fardeau excessif aux services sociaux ou de santé. Les modifications proposées permettraient au gouvernement de mieux définir, par règlement, ce qui constitue un fardeau excessif pour les services sociaux ou de santé. Les provinces et les groupes d'intérêts seraient consultés à ce sujet. On supprimerait de la Loi sur l'immigration la mention «invalidité», pour ne plus donner l'impression que la Loi est discriminatoire envers les personnes handicapées.

3) Non-admissibilité pour des raisons de santé

Ces nouvelles dispositions autoriseraient le ministre de l'Emploi et de l'Immigration, avec l'accord du solliciteur général, à frapper d'exclusion tout individu dont l'admission serait contraire à l'intérêt national. Un renvoi ordonné pour de tels motifs ne serait effectuée qu'avec les mesures de sécurité requises.

actuels ou anciens d'une organisation impliquée dans un crime grave commis au Canada ou ailleurs seraient frappés d'exclusion du Canada. Des dispositions analogues s'appliqueraient aux terroristes et aux organisations terroristes.

PROTECTION DE LA SOCIÉTÉ

II

De plus en plus de personnes essaient de déjouer nos procédures d'immigration en utilisant les services de faussaires et de passeurs très habiles. Des criminels étrangers tentent également de profiter de la relative facilité d'accès de nos frontières et de la générosité de notre système judiciaire et d'appel. Les nouvelles procédures devraient faire en sorte, comme le veulent les Canadiens, qu'on laisse entrer les personnes qui méritent de bénéficier de la générosité du Canada, et qu'on refuse ou renvoie les indésirables.

A) INTERCEPTION DES MIGRANTS CLANDESTINS À L'ÉTRANGER

Arrêter les migrants clandestins à l'étranger avant leur venue au Canada est le premier niveau d'intervention. Cela suppose entre autres des exigences sévères relativement aux visas de visiteur accordés aux citoyens des pays produisant beaucoup de visiteurs de mauvaise foi, un examen attentif des documents des passagers et de la part des compagnies aériennes et la collecte de données sur les mouvements clandestins.

1) Responsabilités des compagnies aériennes

Les fonctionnaires canadiens donneront au personnel des compagnies aériennes une formation supplémentaire et une assistance technique pour mieux identifier, avant leur embarquement, les passagers qui sont porteurs de faux documents. Les compagnies aériennes qui négligeront d'adopter des mesures raisonnables de sélection des passagers feront dorénavant l'objet de sanctions. Elles devront par exemple partager les coûts de traitement des demandes pour les revendeurs du statut de réfugié et les passagers qu'elles amènent au Canada et qui ne sont pas admissibles. Une revendication du statut de réfugié qui est rejetée coûte entre 30 000 \$ et 50 000 \$ aux contribuables canadiens.

2) Non-admissibilité des criminels

Les personnes reconnues coupables d'actes criminels peuvent se voir refuser l'admission au Canada. Par contre, actuellement, on ne peut pas refuser celles qui n'ont pas de dossier judiciaire mais qui ont des liens avec une organisation criminelle.

On propose qu'il soit possible de refuser un individu si on est fondé de croire qu'il a commis un crime. En outre, les membres

réalisation des objectifs économiques régionaux ou d'occuper des emplois très en demande dans les services sociaux ou de santé. Il reviendra encore aux collectivités d'offrir les débouchés et les services qui inciteront les immigrants à demeurer chez elles une fois que la période convenue sera écoulée.

5) Programme d'immigration des investisseurs

Des modifications s'imposent pour que ce programme favorise le développement économique national et régional ainsi que la compétitivité du Canada. Il importe aussi d'aborder efficacement certains problèmes de gestion.

On propose d'adopter des modifications de manière à pouvoir intégrer au Règlement des normes nationales concernant les types et les niveaux d'investissement requis, après consultation des provinces et des autres parties intéressées. Les modifications permettront également une plus grande efficacité dans la surveillance, dans l'établissement des rapports et dans l'exécution du programme. D'autres changements seront apportés au programme en collaboration avec les provinces et les autres intervenants.

n'ont pas de famille au Canada, ou encore les citoyens d'un pays qui a décidé d'autoriser ses ressortissants à émigrer. On peut servir l'intérêt public en accueillant ces personnes, même si, normalement, elles ne pourraient pas être admises. Par conséquent, il est proposé que la loi sur l'immigration offre un nouveau fondement juridique pour les programmes spéciaux destinés aux personnes placées dans des situations exceptionnelles.

3) Intérêts provinciaux et régionaux

Les provinces et les territoires sont directement touchés par l'immigration, car elle les aide à atteindre leurs objectifs socioéconomiques. La loi actuelle prévoit la consultation des provinces sur les niveaux généraux d'immigration et sur la composition du mouvement, mais il n'existe aucun moyen de réaliser le plan avec une certaine précision. Il en résulte que les attentes des provinces, comme celles du fédéral d'ailleurs, sont parfois déçues. Le nouveau système de gestion comportera des mécanismes et un fondement juridique qui favoriseront la réalisation des objectifs énoncés dans le plan.

Les modifications proposées respecteraient toute entente fédérale-provinciale existante ou à venir en ce qui regarde les autorités habilitées à faire la sélection des immigrants.

4) Mobilité géographique et professionnelle des immigrants

La méthode actuelle des points profite aux candidats indépendants qui entendent travailler dans une profession particulière et s'établir dans une région où leurs compétences sont en demande. Toutefois, aucune disposition légale ne les oblige à s'établir dans une telle région, même temporairement, une fois qu'ils sont arrivés en sol canadien. Ils peuvent s'installer et travailler où ils le veulent -- même dans une région où leurs compétences ne sont pas en demande et où ils font concurrence à des Canadiens sans emploi. Cela est injuste pour les autres candidats et mine les efforts déployés par les provinces et les régions pour attirer les immigrants dont ils ont besoin.

Selon une modification proposée, le gouvernement pourrait prescrire le lieu d'établissement des candidats, qui seraient sélectionnés en fonction des compétences en demande, ou encore les types d'emplois qu'ils pourraient exercer pendant une période temporaire précise leur venue au Canada. Les candidats comprendraient qu'ils sont admis au Canada parce qu'ils consentent à s'établir dans un endroit donné ou à exercer un emploi particulier, dans les deux cas pour une période temporaire précise. Ces modifications, qui ne toucheront que peu de candidats, permettront à ces derniers de contribuer à la

- les personnes reconnues comme étant des réfugiés au sens de la Convention par la Commission de l'immigration et du statut de réfugié;
- les gens d'affaires qui font une demande en vertu d'un programme révisé d'immigration des investisseurs et qui peuvent apporter une contribution significative à l'économie canadienne.

Dans le volet 2, les demandes seraient traitées selon le principe du premier arrivé, premier servi. Chaque catégorie d'immigrants de ce volet serait assujettie à une limite d'admission définie dans le plan d'immigration. En outre, pour que le traitement soit ordonné, on limiterait le nombre des demandes traitées dans certaines catégories; dans les autres catégories (parents et grand-parents, par exemple), on garderait les demandes actives afin de les traiter des que cela serait possible. Le volet 2 s'appliquerait :

- aux parents et aux grand-parents de personnes résidant au Canada;
- aux réfugiés aidés par le gouvernement et parrainés par des particuliers;
- aux requérants qui ont un emploi réservé, qui travaillent à leur compte ou qui font une demande d'admission au Canada à titre d'aides familiaux résidents;
- aux personnes admises au pays en vertu de programmes spéciaux établis pour des raisons d'intérêt public.

Dans le volet 3, les requérants seraient sélectionnés en raison de leur excellence (p. ex. travailleurs ultra-compétents dont un employeur canadien a besoin dans un domaine où personne n'est disponible au Canada). Toutes les catégories du volet 3 sont soumises à des limites établies dans le plan annuel et, une fois que ces limites sont atteintes, aucune autre demande ne peut être acceptée. On évitera ainsi un arrière encombrant et on sélectionnera les requérants en fonction des besoins de notre économie. Le volet 3 pourrait s'appliquer :

- aux personnes qui font une demande à titre d'immigrants indépendants;
- aux personnes compétentes dans certaines professions désignées;
- aux entrepreneurs qualifiés qui ont une expérience des affaires et qui peuvent contribuer à l'économie canadienne.

2) Programmes spéciaux

Le Canada a souvent établi des programmes spéciaux pour des personnes qui échappent aux catégories habituelles en matière d'immigration, par exemple celles qui sont exposées à des dangers mais qui ne peuvent être reconnues comme des réfugiés et qui

En vertu de la Loi sur l'immigration, le gouvernement est tenu d'annoncer chaque année le nombre des immigrants qu'il entend admettre au cours de l'année civile à venir. Cette annonce fait suite à des consultations menées avec de nombreux intéressés, y compris les gouvernements provinciaux. Toutefois, la Loi ne confère pas le pouvoir de gérer l'admission des immigrants de manière à permettre d'atteindre les niveaux prévus dans le plan établi et d'atteindre les autres objectifs de la politique.

Si le plan prévoit par exemple l'admission de 70 000 immigrants indépendants et qu'il y en a 100 000 qui présentent une demande, il faut examiner chacune des demandes en fonction des critères de base et, si elles répondent aux exigences, les accepter en vue de l'octroi du droit d'établissement, même si le Canada a une capacité limitée et qu'il a tout juste les ressources nécessaires pour s'occuper du nombre prévu de nouveaux arrivants. Une telle situation entraîne inévitablement des problèmes de financement, d'établissement, une accumulation des demandes et un mécontentement de la clientèle.

La loi modifiée établirait un nouveau système de gestion, qui permettrait de réaliser de manière équilibrée les divers objectifs de l'immigration -- objectifs définis à la suite de vastes consultations, de manière à refléter fidèlement les besoins du Canada.

1) Sélection et traitement des demandes d'immigration

Trois nouveaux volets sont proposés au processus de gestion. Les catégories d'immigrants qui seraient rattachées à chacun des volets seraient déterminées après consultation de toutes les parties intéressées.

Tous les candidats classés dans le volet 1 verraient leur demande traitée le plus tôt possible et ne seraient pas assujettis à des limites annuelles fixes, mais demeureraient soumis à des critères d'admissibilité établis par le gouvernement. On établirait des critères de durée pour le traitement des demandes, de façon à accélérer considérablement. Cela serait particulièrement utile aux conjoints et aux personnes à charge des requérants. Les critères de durée seraient d'application universelle. Le volet 1 s'appliquerait aux catégories d'immigrants suivantes :

- Les membres de la famille immédiate des personnes vivant au Canada (conjoints, fiancé(e)s, enfants à charge, y compris les enfants adoptés);

conçu pour servir au mieux les intérêts de tous les
Canadiens.»

- 7 -

- 30 -

Pour plus de renseignements :

Cabinet du Ministre
Justin de Beaucamp
Affaires publiques
Gerry Matfre
(819) 994-2482
(819) 953-8255

Pour obtenir un exemplaire du guide «Pour une politique
d'immigration adaptée aux années 1990», communiquez
avec :

Centre des renseignements
Emploi et Immigration Canada
Ottawa-Hull, KIA 0J9
Téléphone : (819) 994-6313

Pour obtenir des exemplaires du projet de loi déposé au
Parlement, communiquez avec :

Groupe Communication Canada
Édition
45, boul. Sacré-Cœur
Hull (Québec)
K1A 0S9
Téléphone : (819) 956-4800

mesures afin d'accélérer le processus d'expulsion des revendicateurs déboutés et d'en accroître l'efficacité. Enfin, le Ministère améliorera davantage les services offerts à la population et aux candidats à l'immigration dans ses bureaux canadiens et à l'étranger.

Des centres d'information centralisés permettront au public de prendre plus rapidement connaissance de l'état des dossiers. Le Ministère aura davantage recours aux envois par la poste ou aux dépôts de documents dans les Centres d'Immigration Canada et repensera ses formulaires de demande et ses trousseaux de renseignements, afin d'en faciliter la compréhension.

Le Ministère simplifiera et assouplira ses formalités en ce qui concerne les documents des visiteurs, des étudiants et des résidents qui rentrent au pays.

«Le programme d'immigration du Canada est, depuis plus d'un siècle, une force unificatrice et une source de prospérité pour notre pays, affirme le ministre Valcourt. Le programme doit aujourd'hui faire face à de nouveaux enjeux créés par l'évolution de la situation mondiale. En adoptant les modifications que nous proposons aujourd'hui, le Canada sera plus en mesure de faire face à ces nouveaux défis.

«Notre objectif a toujours été de doter le Canada d'un programme d'immigration juste, équilibré et efficace,

L'immigration et du statut de réfugié (CISR) sert de modèle à d'autres pays, qui s'en inspirent pour mieux gérer l'afflux des réfugiés à leurs frontières.

Les modifications proposées aujourd'hui préserveront l'efficacité et la générosité du processus de détermination du statut de réfugié.

Selon la pratique actuelle qui prévoit un processus d'audience en deux étapes, la décision finale est rendue quatre à cinq mois après la deuxième audition. Nous proposons d'éliminer la première étape afin d'accélérer la prise de décisions par la CISR. Cette façon de procéder réduira les frais d'administration et permettra à la CISR de mieux canaliser ses ressources.

La formation continue des commissaires de la CISR s'accompagnera de nouvelles modalités de traitement des plaintes et de nouvelles mesures disciplinaires applicables aux commissaires. D'autres mesures permettront d'améliorer la qualité et l'uniformité des décisions de la CISR.

En prévoyant d'accorder plus rapidement le droit d'établissement et en modifiant les modalités d'attribution d'un permis de travail, on créera sans doute une situation plus juste pour les réfugiés et leur famille immédiate, tout en décourageant les abus des faux réfugiés. En ratifiant les modalités de révision judiciaire, nous parviendrons à désengorger nos tribunaux. Par ailleurs, le Ministère prendra des

demandeurs du statut de réfugié. En vertu des modifications proposées, ils auront des pouvoirs accrus de vérification de l'identité des demandeurs, afin d'éliminer les revendications multiples du statut de réfugié qui occasionnent parfois le recours frauduleux à l'aide sociale. En outre, comme ils auront la possibilité accrue de photographier les demandeurs et de prendre leurs empreintes digitales, les agents d'immigration seront en mesure de dépister les criminels qui cherchent à se faire passer pour des demandeurs du statut de réfugié.

Certaines autres mesures permettront de freiner les abus. On prévoit entre autres offrir plus de formation au personnel des lignes aériennes, afin qu'ils puissent mieux repérer les documents falsifiés; exclure les personnes qui sont membres d'organisations criminelles ou terroristes même si elles n'ont pas de casier judiciaire; empêcher les criminels de recourir à la revendication du statut de réfugié comme moyen d'éviter l'extradition; et permettre au gouvernement de frapper d'exclusion les personnes qui présentent une menace à l'intérêt national.

On se propose également de modifier le processus de détermination du statut de réfugié, afin de le simplifier et de le rendre plus juste et plus efficace. Le Canada dispose déjà du processus de détermination du statut de réfugié le plus généreux, le plus équitable et le plus objectif du monde. La Commission de

Dans certains cas, les agents d'immigration ont le pouvoir de prendre les empreintes digitales des

Le gouvernement fédéral propose un certain nombre de mesures visant à prévenir les abus, à préserver la société canadienne contre ceux qui entretiennent nos lois. Des peines plus sévères seront infligées aux passeurs et les agents d'immigration seront autorisés à fouiller et à saisir les documents falsifiés.

d'une importance capitale.

L'efficacité de programmes nationaux, qui sont pourtant la confiance de la population dans la valeur et procédures normales de l'immigration. Ces abus mènent tournent vers des moyens illégaux afin d'échapper aux d'attente de l'immigration canadienne, d'autres se plus de gens cherchent à prendre place dans les files Canada est le plus généreux du monde. Si de plus en Le programme d'immigration et d'accueil de réfugiés du cet important programme.

L'économie des provinces bénéficiera d'une disposition visant à orienter certains immigrants qualifiés vers des régions précises du pays où leurs talents sont le plus en demande. Des changements apportés au programme des investisseurs immigrants permettront d'optimiser la création d'emplois et le potentiel de développement de

coûteux et d'accélérer le traitement des demandes, surtout celles des conjoints et enfants à charge.

acquis une réputation mondiale de tolérance et d'esprit humanitaire.»

Les propositions de changements déposées aujourd'hui devraient permettre au gouvernement fédéral de s'adapter à la réalité des années 1990 en lui donnant les outils de gestion modernes nécessaires au maintien d'un programme juste, équilibré et efficace, conçu pour servir les intérêts des Canadiens.

En déposant ces propositions de modifications aujourd'hui, le Ministre a aussi produit un guide intitulé «Pour une politique d'immigration adaptée aux années 1990».

Les modifications porteront sur quatre grands secteurs du programme canadien d'immigration et d'accueil des réfugiés. Les documents ci-joints apportent plus de renseignements sur la nature de ces changements.

On se propose entre autres de donner au Ministère le pouvoir de mieux gérer le système de sélection des immigrants en équilibrant mieux les objectifs principaux du programme, qui sont de réunir les familles, de protéger les réfugiés et de promouvoir le développement économique.

En soumettant certaines catégories d'immigrants à des limites fixes et à des délais de traitement normalisés, il sera possible d'éliminer les arrières frustrants et



Pour publication

COMMUNIQUÉ

Juin/1992

92-25

NE PAS DIFFUSER AVANT 10H (HEURE D'OTTAWA)

LE GOUVERNEMENT PROPOSE DES CHANGEMENTS AU PROGRAMME

D'IMMIGRATION

OTTAWA - M. Bernard Valcourt, ministre de l'Emploi et de l'Immigration, a annoncé aujourd'hui une série d'importants changements à la Loi sur l'immigration, afin que le système d'immigration du pays puisse continuer de contribuer à l'unité et à la prospérité du Canada.

«La situation a beaucoup évolué depuis que la loi actuelle a été adoptée en 1976, affirme M. Valcourt. L'instabilité politique et économique dans le monde entraîne le déplacement d'un nombre important de gens. En outre, les nouvelles technologies de communication ont accéléré ces mouvements de population. Cette situation met à rude épreuve les programmes d'immigration de la plupart des pays industrialisés.»

«Les modifications que nous proposons aujourd'hui, affirme le Ministre, nous aideront à relever le défi et à préserver l'intégrité d'un programme qui nous a



news release

Date July 22, 1992

For release IMMEDIATELY

92-26

73% OF CANADIANS SUPPORT IMMIGRATION CHANGES SURVEY RESULTS INDICATE

Highlights of public opinion research conducted by Employment and Immigration Canada indicate that 73% of Canadians who are aware of the recently announced amendments to the Immigration Act support these changes.

Of the 73% who support the changes, 15% say they "strongly" support the changes. Opposition to the changes is limited to 27%; 8% of whom "oppose strongly". A majority of all respondents (66%) agreed with the statement that the changes are "a step in the right direction".

Overall, there is majority support from virtually all segments of society. The package is most welcome in the largest cities of Canada. Torontonians are particularly supportive; 22% "strongly support" the package.

Nationally, overall "support" for the changes stands at 72% in both British Columbia and the Prairies, 78% in Ontario, 77% in Québec, and 76% in Atlantic Canada. The levels of "strong support" are highest in Ontario (19%) and Québec (16%).

Survey evidence based on unprompted responses indicates that Canadians understand the reasons for introducing the package. Respondents saw the principal goal of the legislation as either: better selection (20%); streamlining refugee determination (17%); better management (12%); more investors (5%) or better protection of Canada (4%).



While a small number of respondents (11%) believe the bill will mean reduced immigration levels, the fact is that on a per capita basis Canada welcomes more immigrants and accepts more refugees than any other country in the world. This year Canada will accept almost 3 times the number of immigrants and refugees as in 1984.

Other highlights of the polling are that a plurality of Canadians (43%) think Canada accepts the right number of immigrants. As well, in a prompted question, 48% of all respondents see improving Canada's economic position as the main motive for Bill C-86. Only 27% saw the main motive as one of protecting Canadian society.

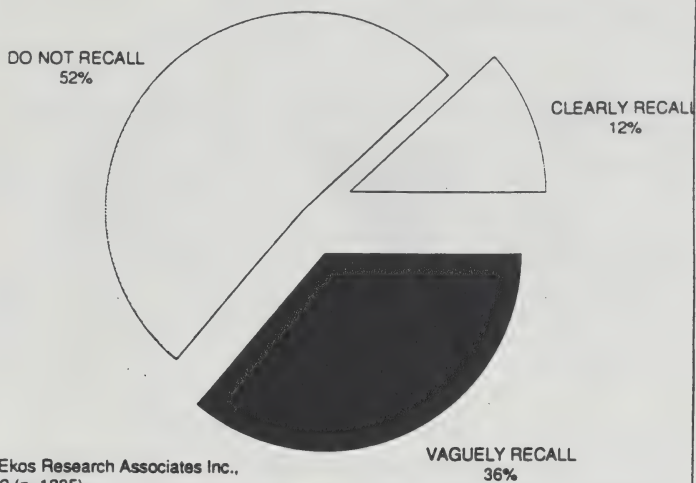
It is important that all Canadians understand the value of immigration. Immigration contributes to Canada's sense of national identity and serves as a source of economic prosperity. Our objective is to ensure immigration continues to best serve the interests of all Canadians.

The poll of 1,800 Canadians was conducted by Ekos Research Associates Inc. over a period from June 20 to June 24. The survey has a national accuracy of $\pm 2.3\%$, 19 times out of 20.

For further information:

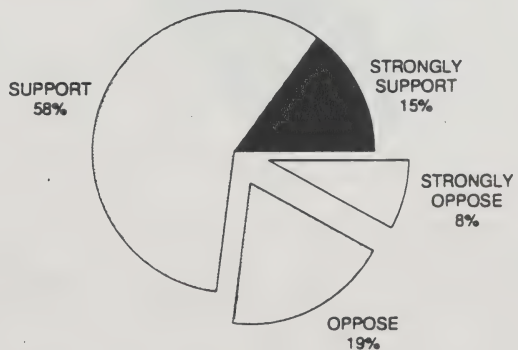
Public Affairs
Gerry Maffre
(819) 953-8255

AWARENESS OF NEW LEGISLATION



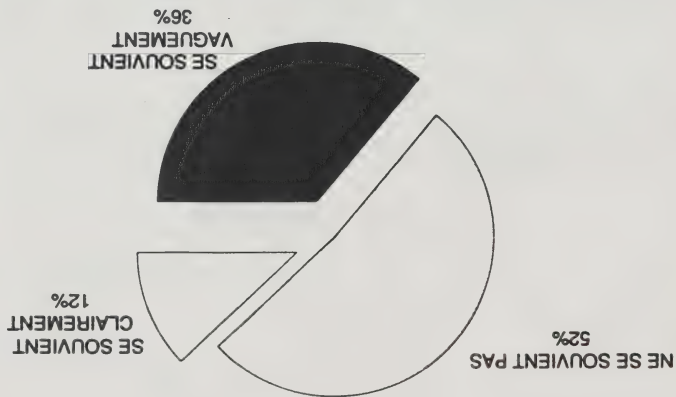
Source: Ekos Research Associates Inc.,
June 1992 (n=1835)

PUBLIC SUPPORT FOR NEW LEGISLATION (Of Those Who Are Aware)



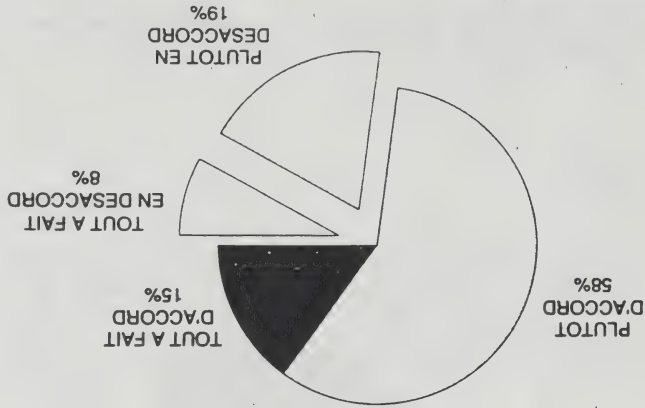
Source: Ekos Research Associates Inc.,
June 1992 (n = 741)

CONNAISSANCE DE LA NOUVELLE MESURE LEGISLATIVE



Source: Les Associés recherche Ekos inc.
Juin 1992 (n=741)

SOUTIEN ENVERS LA NOUVELLE MESURE LEGISLATIVE (parmi ceux qui la connaissent)



Source: Les Associés recherche Ekos inc.
Juin 1992 (n = 741)

Selon les réponses non suggérées qui ont été données, les Canadiens et Canadiennes comprennent les motifs de modification de la Loi. De l'avis des répondants, le principal objectif de la nouvelle loi est d'assurer une meilleure sélection (20 %), de simplifier le processus de détermination du statut de réfugié (17 %), d'assurer une meilleure gestion du programme (12 %), d'augmenter le nombre d'investisseurs (5 %) ou de mieux protéger le Canada (4 %).

Un petit nombre de répondants (11 %) estiment que le projet de loi vise à réduire les niveaux d'immigration, mais, en fait, le Canada reçoit plus d'immigrants et accepte davantage de réfugiés, par habitant, que tout autre pays du monde. Cette année, le Canada accueillera presque trois fois plus d'immigrants et de réfugiés qu'en 1984.

Parmi les autres faits saillants du sondage, mentionnons qu'une majorité de Canadiens et Canadiennes (43 %) sont d'avis que le Canada accueille le bon nombre d'immigrants. De plus, en réponse à une question pour laquelle des réponses étaient proposées, 48 % des répondants estiment que le projet de loi C-86 vise principalement à améliorer la situation économique du Canada. En revanche, 27 % seulement croyaient que le principal objectif était de protéger la société canadienne.

Il est important que tous les Canadiens et Canadiennes saisissent bien la valeur que nous attachons à l'immigration. L'immigration contribue au sentiment d'identité nationale au Canada et est une source de prospérité pour notre pays. Nous voulons que l'immigration continue à agir pour le plus grand avantage de l'ensemble de la population canadienne.

Ce sondage a été réalisé auprès de 1 800 Canadiens et Canadiennes, par Ekos Research Associates Inc., entre le 20 et le 24 juin. A l'échelle nationale, la marge d'erreur est de 2,3 %, 19 fois sur 20.

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communiqué



Date

Le 22 juillet 1992

Pour publication IMMÉDIATE

92-26

UN SONDAGE RÉVÈLE QUE 73 % DES CANADIENS ET CANADIENNES SONT FAVORABLES À LA REFORME DE LA LOI SUR L'IMMIGRATION

Selon les points saillants d'un sondage réalisé par Emploi et Immigration Canada, 73 % des Canadiens et des Canadiennes au courant des modifications proposées à la Loi sur l'immigration, annoncées récemment, sont favorables à ces changements.

Parmi les 73 % qui appuient les modifications proposées, 15 % se sont déclarés «fortement favorables» à ces modifications. Seulement 27 % des répondants s'opposent aux modifications. De ce nombre, 8 % se sont dits «fortement défavorables» aux mesures proposées. La plupart de tous les Canadiens et Canadiennes interrogés (66 %) reconnaissent que les modifications proposées constituent «un pas dans la bonne direction».

Dans l'ensemble, presque tous les groupes dans la société appuient majoritairement les modifications proposées. L'accueil le plus favorable provient des grands centres au pays. Les plus fervents partisans sont les Torontois : 22 % d'entre eux sont «fortement favorables» aux modifications proposées.

Dans l'ensemble du pays, 72 % des répondants en Colombie-Britannique et dans les Prairies, 78 % en Ontario, 77 % au Québec et 76 % dans les provinces de l'Atlantique se sont dits favorables aux modifications proposées. C'est en Ontario et au Québec qu'il y a le plus de répondants «fortement favorables» aux modifications, les niveaux s'établissant respectivement à 19 % et à 16 %.

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Minister of Employment
and Immigration



Ministre de l'Emploi
et de l'Immigration

Government
Publications

For release

Date

September 1, 1992

IMMEDIATELY

92-30



OTTAWA -- The Canada Employment and Immigration Commission today announced new fees for immigration services which will be in effect September 1, 1992.

The revised fees are outlined in the attached schedule and background.

The revenue generated will be used, as with previous fee changes, to offset the costs of immigration services. A portion of the monies collected through the cost recovery program will be used to support the government's five-year immigration plan and to improve service to clients both in Canada and abroad. These changes are consistent with government deficit reduction and user fee policies. They reflect sound economic management and the commitment of the government to reduce costs to Canadian taxpayers.

- 2 -

The fees being charged for immigration services are consistent with those charged by other countries. In all cases, the fees do not completely cover actual processing costs.

Relevant applications which are postmarked on or before midnight September 1, 1992, will be processed under the existing fee schedule. Refugees and members of Designated Classes processed abroad remain exempt from payment of fees.

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For more information contact:

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Cost Recovery Program:
Denis Boulanger
(819) 994-4949

COST RECOVERY: PHASE 4 - BACKGROUNDER

Title:

Amendments to the Immigration Cost Recovery Program. Phase 4

Regulations: Immigration Act, Fees Regulations

Act: Immigration Act

Background:

As in the previous phases, these amendments respond partly to a review of the cost of providing immigration services carried out by the Government Consulting Group (Bureau of Management Consulting), Supply and Services Canada. These amendments make changes to the Immigration Act Fees Regulations to increase the existing fees for three services.

The amendments are:

- . Processing fee for persons, other than members of the business class, who submit an application for permanent residence in Canada or an application for permanent resident in Canada requiring visa exemption, is increased from \$350 to \$450. This change brings the processing fee to 38.1% of the cost of providing the service for each applicant.
- . The application fee for permanent residence in Canada for an entrepreneur, investor or self-employed applicant is increased from \$500 to \$750. This increased fee constitutes 42% of the 1990 documented average processing cost.
- . The employment authorization processing fee is increased from \$75 per individual to \$100 per individual. The family and group rate for this service correspondingly increases from \$150 to \$200. This modification brings the processing fee to 64% of the cost to provide this service.

Titre

Modifications du programme de recouvrement des coûts des services d'immigration : Phase 4

Règlement : Règlement sur les droits exigibles - Loi sur l'immigration

Loi : Loi sur l'immigration

Contexte

Comme dans le cas des phases précédentes, ces modifications font suite, entre autres, à une étude sur le coût des services d'immigration effectuée par le Groupe des conseillers gouvernementaux (Bureau des conseillers en gestion) d'Approvisionnement et Services Canada. Les modifications apportées au Règlement sur les droits exigibles - Loi sur l'immigration ont pour objet l'augmentation des droits actuellement exigibles pour trois services.

Les modifications sont les suivantes :

- Le droit que doit acquitter une personne, autre qu'un membre de la catégorie des gens d'affaires, pour l'examen d'une demande de résidence permanente au Canada ou d'une demande de visa passe de 350 \$ à 450 \$. Le nouveau droit représente 38,1 % du coût réel du traitement de chaque demande.
- Le droit que doit acquitter un entrepreneur, un investisseur ou un travailleur autonome pour l'examen d'une demande de résidence permanente passe de 500 \$ à 750 \$. Le nouveau droit représente 42 % du coût moyen de traitement d'une telle demande en 1990.
- Le droit exigible pour l'examen d'un permis de travail passe de 75 \$ à 100 \$ par personne. Le droit exigible par famille ou par groupe passe de 150 \$ à 200 \$. Le nouveau droit représente 64 % du coût réel du service.

Les droits exigibles pour les services d'immigration sont comparables à ceux qu'exigent d'autres pays. Dans aucun cas, ces droits ne couvrent complètement les coûts réels de traitement.

Le barème actuel s'appliquera aux demandes postées avant le 1^{er} septembre 1992 à minuit (le cachet de la poste faisant foi). Les réfugiés et les membres des catégories désignées dont la demande est étudiée à l'étranger continuent d'être dispensés du paiement de droits.

- 2 -

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Programme de recouvrement
des coûts :
Denis Boulanger
(819) 994-4949



Pour publication

ate

Le 1^{er} septembre 1992

DIFFUSION IMMEDIATE

92-30

La Commission de l'emploi et de l'immigration du Canada a annoncé aujourd'hui les nouveaux droits exigibles pour certains services d'immigration à compter du 1^{er} septembre 1992.

Les nouveaux droits sont décrits dans l'annexe et dans le document d'information ci-joints.

Comme dans le cas des modifications

précédentes, les recettes supplémentaires serviront à absorber une partie du coût des services d'immigration. Les sommes perçues serviront, entre autres, à financer l'exécution du plan d'immigration quinquennal du gouvernement ainsi qu'à améliorer le service aux clients, au Canada et à l'étranger. Ces modifications sont conformes à la politique de réduction du déficit et de facturation des services aux utilisateurs. Elles témoignent d'une saine gestion de l'économie et de la volonté du gouvernement de réduire la charge des contribuables canadiens.

CAI
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Minister of Employment
and Immigration



Ministre de l'Emploi
et de l'Immigration

Government
Publications

For release

Date

December 3, 1992

92-38

FOR IMMEDIATE RELEASE

Valcourt commits \$250 million to support a sectoral partnership initiative

Employment and Immigration Minister Bernard Valcourt today announced that \$250-million will be invested over the next five years to create stronger sectoral partnerships and to develop comprehensive human resource development strategies.

"Labour, management and governments share a common purpose in investing in workers' skills. By bringing them together in partnerships, we provide an excellent opportunity for these key players to operate in confronting the real issues and driving the recovery forward. This is essential for our future prosperity," Mr. Valcourt stated.

This partnership will engage the private sector in identifying human resource and training needs and putting strategies in place to meet labour market requirements.

Workers will improve their opportunities for job mobility and job security, and industry will be better able to compete in the global marketplace.



Federal support is designed to act as a catalyst to leverage greater private sector training investments.

"This strategy focuses on the future. As Canadians, we cannot count on a prosperous future unless we can compete with the best. This means all employers and workers should train and retrain on a continuing basis. The private sector must take charge of determining what training is needed in its own industries," Mr. Valcourt continued.

Sectoral initiatives will involve labour and management in joint undertakings such as analyzing the skills needed and forecast in their sectors, determining what new technologies are coming, and developing occupational skills standards that define tomorrow's jobs.

The goal is to establish working partnerships between labour and management in up to 55 industrial sectors across Canada, covering the entire non-governmental work force. Each sector will develop an action plan to meet its training needs.

Five key components, that benefit both workers and businesses, are envisaged:

- industry sectors will be assisted in identifying their current and emerging skill requirements;

- occupational skills standards will be developed relative to industry needs and to assist mobility, career development and future job opportunities;

- support will be provided for employer and worker sector skills councils to implement sectoral training and human resource development strategies;

- some seed funding will be available to help selected industries upgrade their workers' skills in the most critical occupations;

- tax incentives, not tax burdens, will spur greater investments in worker training.

"The federal government is committed to building a training culture in Canada. The role of the private sector is critical. We must not look at this as a one-time effort. We need a continuing learning culture to keep the skills base up to date," Mr. Valcourt said.

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BACKGROUNDER

SECTORAL PARTNERSHIP INITIATIVE

A comprehensive sectoral partnership initiative -- backed up by federal funding of \$250 million -- will act as a catalyst to help private industry take a lead role in addressing its human resource challenges on a sector-by-sector basis. It is a strategic investment that brings together employers and workers to identify skill requirements and standards in their sector, leading to increased effectiveness of worker training. New and updated skills are the gateway for workers to new jobs, better jobs, career development and mobility. This initiative provides direct but leveraged support for training in selected industries. Further support for training will be provided through tax incentives.

The goals

The objective of this package, which will operate over a five-year period, is to establish working partnerships between labour and management and other stakeholders in up to 55 industrial sectors. These industries cover the entire private sector. Their goal is to analyze and address human resource issues in their respective sectors.

Implementation

The process will have four essential steps:

- workers and management will first identify their skills requirements through in-depth analysis of where the industry is headed, the technology of the future and the skills of the current labour force;
- they will develop occupational skills standards to guide their training efforts;
- sectoral skills councils will be created so employers and workers have a permanent forum to ensure the implementation of human resource development and training strategies.
- government will provide selective seed funding as needed to help industry begin the process of upgrading its workforce;

In addition, the government believes even more must be done to ensure an adequate level of private sector investment in skills training. A tax-based incentive will be developed to help defray the costs of training workers. The views of labour market partners in developing this package will be sought.

Sectoral approach

This initiative places direct control in the hands of industry. It can then manage its future proactively according to its requirements. Labour, management and governments share a common purpose in investing in workers' skills. Bringing them together in partnerships and finding solutions on a sectoral basis will help them to confront together the key issues they face. Stability in labour-management relations unquestionably has a critical impact on productivity and growth.

Sectoral initiatives also serve to advise the formal educational and training system of each industry's needs. And it provides common ground for cooperation with governments and between governments at the provincial and federal level.

The sectoral initiatives package

It involves five key components:

1. Sector skills outlook studies
2. Creation of additional national skills councils
3. Developing occupational skills standards
4. Skills upgrading
5. Tax incentives for training.

Sector studies

Any investment in training requires a sound understanding of the sector's human resource issues. A key first step is a detailed analysis of where the industry's markets, products and production processes are going and the skills required in the future labour force to fulfil this vision. Sector studies have helped to secure a "buy-in" by key stakeholders (labour, management, education, government) on the training strategy.

The automotive industry conducted the first human resource study in 1985; this has since been followed by 24 studies completed or under way to date.

A crucial component of this work is to provide the private sector with the hard data it requires to forecast its labour market needs.

Sector skills councils

Permanent sector councils are neutral forums which allow labour and management to develop and implement common human resource strategies recommended by the sector studies. They allow unprecedented partnerships between organized labour, workers and management to consolidate. Government will only "kick-start" their launch. It will look to the private sector to finance these councils on its own, as the purpose is to position the private sector to manage its own human resource strategies.

Occupational standards

These are the building blocks for a competitive workforce. They provide the means for determining the skills required in different occupations. They also lead to greater mobility and career development for workers. Only industry can accurately identify the skills needed in the workplace. And it is only through the development of occupational standards that industry can be explicit enough about its skills needs for the training system to rapidly respond with relevant training programs. Industry driven occupational standards are a fundamental building block of the private sector training culture.

Skills upgrading

The skills levels of our major competitors continue to rise rapidly. Canadian workers will have to enter a period of continuous learning and upgrading to keep pace. The government is prepared to help defray cost of training in critical skills. However, government expenditures cannot carry the full burden -- the private sector and individual workers are ultimately responsible for training in the employed workforce. The Government is willing to develop tax incentives which might be used to assist and promote the private sectors efforts.

The funding

The \$250 million over the next five years will be funds reallocated from other government budgets. Additional support will come from tax incentives. Federal support is designed to act as a catalyst to generate greater private sector training investments.

None of this money will be at the expense of support for the unemployed.



For release

Date

December 3, 1992

92-39

The Unemployment Insurance Program

Bernard Valcourt, Minister of Employment and Immigration, today released further details following the Minister of Finance's economic statement.

The Government proposes: to freeze the unemployment insurance premium rate for 1993 at the 1992 level, and to introduce a proposal to freeze the amount of benefits paid.

The government will also introduce a proposal to disqualify people who quit their jobs without "just cause" or are fired for misconduct. This will have no effect on people who quit with "just cause".

"The government must take action now to ensure fiscal responsibility in the UI Account," Mr. Valcourt said. "We will table legislation that will help maintain the Account at a manageable level. The premiums paid by workers and employers are not sufficient, at this time, to cover the costs of the program."

At the present rate of contribution, the Unemployment Insurance Account would accumulate a deficit of more than \$8 billion by the end of 1993.

The Minister also indicated his support for the announcement of incentives for employment aimed at small business and stressed that these measures will not be charged to the Unemployment Insurance Account.

See attached backgrounders for details

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Backgrounder #1

1993 Unemployment Insurance premium rate and maximum insurable earnings

Beginning January 1, 1993, employees will continue to pay \$3.00 per \$100 of insurable earnings. Employers will continue to pay \$4.20 per \$100 of insurable earnings (1.4 times the employee rate).

The 1993 maximum weekly insurable earnings will be \$745, up from \$710 in 1992. This is equivalent to a 4.9 per cent increase. As a result, the maximum weekly UI benefit (60 per cent of maximum insurable earnings) will increase to \$447 in 1993 from \$426 in 1992. *

Annual increases in the maximum insurable earnings are determined by a formula set out in the UI Act and reflect the average annual increase in earnings over the last 8 years (see backgrounder #4).

Workers must earn a minimum amount to be insured under the UI program. Measured in dollars, the minimum is equal to 20 per cent of the maximum weekly insurable earnings. This will be \$149 a week in 1993, up from \$142 a week in 1992. (Workers may also meet this requirement by working a minimum of 15 hours a week for the same employer.)

UI claimants whose annual net income (including UI benefits) exceeds 1.5 times the maximum yearly insurable earnings must repay 30 per cent of those UI benefits that make up the excess. For the 1993 tax year, \$58,110 will be the limit above which the repayment formula applies. In 1992, the limit is \$55,380.

* Note: The proposed legislation includes a provision to reduce the benefit level to 57 per cent for the next two years.

Backgrounder #2

Voluntary quitters are defined under the present UI Act as those who quit their job without "just cause" or are fired for misconduct. The current penalty for these claimants is a delay in benefits of seven to twelve weeks and a reduction in the amount of benefits.

The Government proposes to deny benefits to all claimants who have quit without just cause or are fired for misconduct.

Any worker who leaves a job with "just cause" **will not be penalized**. The term "just cause" is defined in the UI Act to protect workers who have a legitimate reason to leave their employment. These reasons are listed in the Act and include:

- sexual or other harassment,
- hazardous working conditions,
- the obligation to follow a spouse, or
- discrimination.

A decision to impose a penalty under this section of the Act can be appealed through the normal process of the Board of Referees.

Benefits -- The weekly rate of benefit is the amount of unemployment insurance paid to a qualified claimant for each week of unemployment. The rate is calculated as a percentage of the average weekly insurable earnings during the last 20 weeks of work.

Under the present Act, the benefit rate is 60 per cent of those average earnings. The proposed changes would reduce the rate to 57 per cent for the next two years.

Backgrounder #3

How 1993 UI premium rates are set

The Unemployment Insurance (UI) Act requires the Canada Employment and Immigration Commission to set premium rates for each year, based on the state of the UI Account and future expectations. The premium rates set by the Commission must also be approved by the Minister of Finance and by the Governor in Council.

The actual premium rates charged to employers and employees are determined by using a statutory premium rate as a reference point. The statutory premium rate for 1993 was calculated first (based on sections 48 and 49 of the UI Act), as the average premium rate that would have been required to exactly cover total program costs from 1989 to 1991. Then, this rate was used to estimate if there would be a surplus or deficit in the Account at the end of the coming year.

If there would be a surplus, then the UI Act requires the Commission to set an actual premium rate that is lower than the statutory premium rate. But if there would be a deficit, the Commission is required to set an actual premium rate that is higher than the statutory rate.

The statutory rate for 1993 was calculated to be \$2.70 per \$100 of insurable earnings. Based on present projections, this rate would have left the Account with a deficit of approximately \$10.2 billion at the end of 1993.

To avoid imposing an added burden on UI contributors and encourage the recovery of the economy, the Commission chose to leave the 1993 premium rates at the 1992 level, that is \$3.00 per \$100 of insurable earnings for employees and \$4.20 per \$100 of insurable earnings for employers. This translates into a projected cumulative deficit of \$8.2 billion for the end of 1993, up from \$4.9 billion at the end of 1992. *

* Note: The proposed legislation is expected to have an impact on the cumulative UI deficit. If the legislation is enacted, the deficit is projected to be \$7.5 billion by the end of 1993 and remain at that level for the end of 1994. The deficit is then expected to begin dropping in 1995 and be eliminated within a few years, without changing the premium rates. The exact timing will depend on future unemployment levels.

Backgrounder #4

How 1993 maximum insurable earnings are set

The maximum weekly insurable earnings figure is the maximum level of income that can be insured each week for UI purposes, and is used to determine the maximum weekly contributions and maximum weekly benefit.

The 1993 figure is the result of two separate calculations.

- 1) First, the earnings index for 1993 must be calculated. This is the ratio of an eight-year moving average of employees' annual average earnings (from 1983 to 1991) to an eight-year base average (from 1966 to 1973).*
- 2) Next, the maximum insurable earnings figure for 1975 is multiplied by the earnings index for 1993. The result is rounded to the nearest multiple of \$5. This is the maximum weekly insurable earnings figure used by the Canada Employment and Immigration Commission.

Workers must earn a minimum amount to be insured under the UI program. Measured in dollars, the minimum is equal to 20 per cent of the maximum weekly insurable earnings. This will be \$149 a week in 1993, up from \$142 a week in 1992. (Workers may also meet this requirement by working a minimum of 15 hours a week for the same employer.)

* Employees' annual average earnings are calculated from the average of annual salaries or wages for Canadian workers, as determined by Revenue Canada, Taxation from T4 Supplementary slips.

The maximum figure reflects the average increase in wages and salaries for Canadian workers over the most recent eight-year period. As a result of this formula, approximately 70 per cent of Canadian workers earn less than the maximum. Protection for the other 30 per cent is limited to the maximum.

Annual increases in the maximum insurable earnings are determined by a formula set out in the UI Act and reflect the average annual increase in earnings over the last 8 years.

UI claimants whose annual net income (including UI benefits) exceeds 1.5 times the maximum yearly insurable earnings must repay 30 per cent of those UI benefits that make up the excess. For the 1993 tax year, \$58,110 will be the limit above which the repayment formula applies. In 1992, the limit is \$55,380.

The maximum weekly UI benefit (60 per cent of maximum insurable earnings) will increase to \$447 in 1993 from \$426 in 1992. *

* Note: The proposed legislation includes a provision to reduce the benefit level to 57 per cent for the next two years.

Background #5

Combined Impact of Premium Rate and Maximum Insurable Earnings

(1989 - 1993)

Maximum weekly insurable earnings	Premium rate per \$100 of insurable earnings	Maximum weekly contribution		Annual contributions				Difference from previous year
		EE	ER	EE	ER	Maximum amount	EE	ER
								\$
1989	\$605	1.95	2.73	11.80	16.52	613.60	859.04	-76.96
1990	\$640	2.25	3.15	14.40	20.16	748.80	1048.32	+135.20
1991*	\$680	2.25	3.15	15.30	21.42	397.80	556.92	-----
1991**	\$680	2.80	3.92	19.04	26.66	495.04	693.16	-----
						892.84	1250.08	+144.04
1992	\$710	3.00	4.20	21.30	29.82	1107.60	1550.64	+214.76
1993	\$745	3.00	4.20	22.35	31.29	1162.20	1627.08	+54.60
								+76.44

EE - employee contribution

ER - employer contribution (1.4 times the employee contribution)

* January - June (Bill C-21)

** July - December (Bill C-20)



For release

December 3, 1992

Date

92 - 40

FOR IMMEDIATE RELEASE

Minister Valcourt announces \$2.21 billion to help unemployed Canadians upgrade their skills and return to work

Employment and Immigration Minister Bernard Valcourt today tabled the \$2.21 billion 1993 Unemployment Insurance Developmental Uses Plan in the House of Commons. The 1993 Expenditure Plan of \$2.21 billion represents a 13 per cent increase over the revised 1992 figure. It is nearly four-and-a-half times the \$500 million budgeted in 1990.

"This increase underlines the government's strengthened commitment to help unemployed Canadians get back to work as quickly as possible," said Mr. Valcourt.

The 1993 program will provide about 530,000 UI clients with income support while they upgrade and develop their skills and with assistance under other components of the program. In 1992, 485,000 Canadians were helped by this program.

As a specific focus for 1993, Minister Valcourt said that priority will be given to displaced, experienced workers who suddenly find themselves out of a job after working for many years. Minister Valcourt indicated that \$300 million would be committed to respond to the individual needs of these workers.

The federal government is responding to the demand identified by the private sector to specifically target increased help for unemployed Canadians who have worked for more than five years and have been permanently displaced workers, so that they would be better placed to secure stable, long-term employment. These workers will have quick access to customized services through Employment and Immigration Canada.

"The program recognizes that the adjustment of displaced workers is a community concern, and would facilitate collaborative solutions by community groups," said Mr. Valcourt.

The Minister of State for Employment, Monique Vézina, was pleased with the positive response of the government to this plan, which was recommended by the Canadian Labour Force Development Board (CLFDB).

"This reflects the continued interest of the government to respond to the needs of our local job market, in partnership with representatives from business, labour, the education/training sector and social action groups," said Mrs. Vézina.

These representatives sit on the private sector CLFDB. The Board obtained its mandate to make recommendations on how these funds should be used when it was established in January 1991.

"I commend the CLFDB for its critical role in promoting work-related learning in Canada," said Mr. Valcourt. "As a nation, working and retrained Canadians are the backbone of our future."

Amendments to the Unemployment Insurance Act in November 1990 permit this expenditure on UI claimants in a move away from a passive income support system to more active investments in Canadians by helping them develop and upgrade their skills.

"Investment in Canada's human resources is a shared responsibility," said Minister Valcourt. "That means that while the government provides more skills training for Canadians, private sector companies must also increase opportunities for their workers to upgrade their skills."

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BACKGROUND

1993 UNEMPLOYMENT INSURANCE DEVELOPMENTAL USES

Comprehensive approach to assistance for Unemployment Insurance claimants

Developmental Uses programs are designed to provide a comprehensive framework to help unemployed Canadians acquire new skills, look for work more effectively, and increase their re-employment opportunities. Canada's unemployment insurance system underwent reform in 1990 in order to move away from a passive income support system and towards more active labour market measures which translates into good investment of UI funds.

While many people who receive UI benefits are skilled and able to find work within a short period, a significant portion need to acquire new skills or upgrade old ones. More than one million UI recipients have neither the occupational skills nor the basic education (including high school completion) required to secure long-term employment.

To respond to these needs, UI claimants now have available a broad range of adjustment and re-employment assistance options within the UI program. In 1993 about 530,000 participants will receive help through this program alone.

History

The use of Unemployment Insurance (UI) funds to help unemployed workers adjust to economic and labour market changes began in 1977 with the incorporation in the UI Act of assistance programs for Work Sharing, Job Creation and Income Support, while UI claimants develop and upgrade their skills.

Income support was first implemented in 1978 and has grown steadily in importance. UI claimants are now allowed to continue collecting their UI benefits while taking approved courses. Work Sharing, which allows for partial UI benefits when workers are off the job for part of the week, and Job Creation, which allows for UI to be paid to workers on community projects, were implemented as pilot projects and achieved full program status in 1981-82.

UI Developmental Uses programs have expanded significantly since 1990 when the allocated funds were only \$500 million.

The following are some highlights of the 1993 plan:

Special Initiative for displaced workers - April 1993

Both the federal government and the Canadian Labour Force Development Board (CLFDB) recognize that displaced, experienced workers, who suddenly find themselves out of a job after working for at least five years, should receive special attention.

There will be \$300 million available from Developmental Uses funds for adapting EIC programs and services to help these workers acquire the necessary skills to re-enter the workforce more quickly. The assistance will be developed with the involvement of affected communities and firms, and will be accessible to qualified individuals and groups of workers. EIC would proactively promote the development of plans by a local adjustment committee in areas where significant layoffs are anticipated. In cases of unanticipated layoffs, specially trained EIC transition teams will be available to provide help in organizing a local adjustment committee.

These clients, often workers who have lost their jobs due to restructuring of global markets, face unique circumstances because they have held jobs for some time and have not had to update their skills or look for jobs. They need assistance with job search techniques, upgrading obsolescent skills, planning on what step to take next, literacy and numeracy training, and where to find labour market information on which to base decisions about career changes and the type of skills they need.

EIC will adapt programs and services to give these clients specific help early on in their claim through:

- intensified counselling
- introduction of peer counselling
- new five-day job search strategy session
- individual plans of action for next steps

New self-help tools will also be developed which will provide guidance with resume preparation, job search skills, marketing and self-employment.

FeePAYERS

UI recipients who arrange for their own courses are referred to as feePAYERS. In these cases, tuition fees are paid by the UI recipient, a provincial/territorial government or another sponsor. The demand for the feePAYER component of Developmental Uses has increased steadily as more people recognize that acquiring new skills or upgrading skills is essential to finding work. Recognizing this, the government has increased the amount of money available for this program. In 1993, \$740 million has been included in the budget for income support to feePAYERS, compared to \$385 million in 1992. The fact that so many Canadians are taking advantage of training opportunities offered by the government is a good indicator of the move towards a learning culture in Canada. Of the expected 326,000 UI recipients who will upgrade their skills or learn new ones, 162,000 will be feePAYERS.

Self-Employment Assistance

The self-employment assistance initiative will be fully operational in 1993 with a budget of \$110 million. The increase from \$25 million expected to be spent in 1992 reflects Canadian and other countries' experiences with self-employment and entrepreneurship programs in encouraging self-sufficiency. Counselling, training and technical support is provided by a community organization with appropriate expertise while participants work towards self-employment.

PROGRAM ELEMENTS

Income Support

Income support allows UI recipients to take courses while continuing to receive their UI benefits. These benefits continue for the duration of their course. Feepayers fall under the income support budget.

Course Costs and Supplementary Allowances

UI recipients who have their course costs paid by EIC may also be eligible for supplementary allowances (i.e. child care, travel or commuting costs, living away from home while taking a course and special arrangements or equipment that enable persons with disabilities to participate in a course).

Self-Employment Assistance

This program allows claimants with viable business plans to start their own business by providing them with UI benefits and, where required, supplementary allowances. Counselling, training and technical support is provided by a community organization with appropriate expertise while participants work towards self-employment.

Mobility Assistance

The program, which will be piloted in 1993, will be designed to help relocate UI recipients who have been permanently laid off and have found employment in another location. It also provides job search and travel assistance to workers who cannot find work locally, in order to explore job opportunities elsewhere.

Work Sharing

Work Sharing enables employers to face temporary cutbacks and still avoid layoffs. This is done by shortening the work week by one to three days and paying reduced wages accordingly. For the days not worked, Employment and Immigration Canada arranges for the workers to draw normal UI benefits.

Job Creation

Job Creation helps unemployed workers to get back into the workforce by maintaining and enhancing their skills while receiving UI benefits when other employment is not available.

Budget

The total budget for the 1993 plan for Developmental Uses programs is \$2.21 billion. The budget is broken down as follows:

Income Support	\$1.305 billion
Course Costs and Supplementary Allowances	\$ 530 million
Self-Employment Assistance	\$ 110 million
Mobility Assistance	\$ 15 million
Work Sharing	\$ 130 million
Job Creation	\$ 120 million

Budgetary flexibility

Employment and Immigration Canada will manage this program expenditure plan to meet the needs of UI recipients. The plan proposes to increase the activity level for feepayers and Self-Employment Assistance compared to 1992 levels. These increases will enable EIC to better respond to the demands of UI claimants. The budget for each program contained in this plan may be modified to meet changing circumstances during 1993.

December 1992

Aide au travail indépendant

Ce programme permet aux prestataires qui présentent un plan d'entreprise valable de créer leur propre entreprise, grâce au versement de prestations d'assurance-chômage et, au besoin, d'allocations supplémentaires. Un organisme communautaire possédant des compétences pertinentes offre des services de counselling, de formation et de soutien technique aux participantes et participants qui s'efforcent de devenir des travailleuses ou travailleurs autonomes.

Aide à la mobilité

Ce programme, qui sera mis à l'essai en 1993, sera conçu pour faciliter la réinstallation des prestataires d'assurance-chômage qui ont été licenciés et qui ont trouvé un emploi dans une autre localité. Il servira également à offrir une aide à la recherche d'emploi et une aide de voyage aux travailleurs et travailleuses qui ne peuvent trouver d'emploi dans leur localité, afin qu'ils cherchent un emploi ailleurs.

Travail partagé

Le programme Travail partagé permet aux employeurs et employeuses de réduire temporairement leurs activités et même d'éviter les licenciements. À cette fin, la semaine de travail est réduite d'un à trois jours et le salaire est diminué en conséquence. Emploi et Immigration Canada prend les dispositions nécessaires afin que les travailleurs et travailleuses touchent des prestations ordinaires d'assurance-chômage pour les jours chômés.

Création d'emplois

Grâce à ce programme, les chômeurs et chômeuses qui ne peuvent trouver un autre emploi peuvent revenir au travail et préserver et perfectionner leurs compétences tout en touchant des prestations d'assurance-chômage.

Budget

Le budget total du plan des dépenses des programmes d'utilisation des fonds de l'assurance-chômage à des fins productives pour 1993 s'élève à 2,21 milliards de dollars. Ce budget est réparti de la façon suivante :

Soutien du revenu	1,305 milliard de dollars
Frais de formation et allocations supplémentaires	530 millions de dollars
Aide au travail indépendant	110 millions de dollars
Aide à la mobilité	15 millions de dollars
Travail partagé	130 millions de dollars
Projets de création d'emplois	120 millions de dollars

Stagiaires payants

On appelle «stagiaires payants» les prestataires d'assurance-chômage qui s'inscrivent eux-mêmes à des cours de formation. Dans leur cas, les frais de scolarité sont payés par le prestataire lui-même, par un gouvernement provincial ou territorial ou par un autre organisme. La demande de participation à l'option stagiaire payant des programmes d'utilisation des fonds de l'assurance-chômage à des fins productives n'a cessé de s'accroître; en effet, de plus en plus de gens se rendent compte qu'il est essentiel d'acquérir de nouvelles compétences ou de se perfectionner pour trouver du travail. Devant cet état de chose, le gouvernement a accru le budget de ce programme. En 1993, on consacrerait 740 millions de dollars au soutien du revenu des stagiaires payants, alors qu'on y a affecté 385 millions de dollars en 1992. Le fait que tant de Canadiens et Canadiennes décident de profiter des occasions de formation offertes par le gouvernement est un bon indice de l'émergence d'une culture de la formation au Canada. L'on s'attend à ce que 326 000 prestataires d'assurance-chômage se perfectionnent ou acquièrent de nouvelles compétences; de ceux-là, 162 000 seront des stagiaires payants.

Aide au travail indépendant

La composante Aide au travail indépendant sera complètement opérationnelle en 1993, et son budget s'élèvera à 110 millions de dollars. Cette augmentation par rapport aux 25 millions de dollars que l'on prévoyait consacrer à cette aide en 1992 témoigne de l'expérience acquise par le Canada et par d'autres pays en matière de programmes d'aide aux travailleurs indépendants et d'entrepreneuriat, visant à encourager l'autonomie. Le counselling, la formation et le soutien technique sont offerts par un organisme de la collectivité possédant les compétences pertinentes aux participants et participants qui s'efforcent de devenir travailleurs et travailleurs autonomes.

ÉLÉMENTS DE PROGRAMME

Soutien du revenu

Le soutien du revenu permet aux prestataires d'assurance-chômage de suivre des cours tout en continuant à recevoir leurs prestations d'assurance-chômage. Ces prestations sont versées pendant toute la durée de la formation. Le budget de cet élément du programme s'applique également aux stagiaires payants.

Paiement des frais de formation et allocations supplémentaires

Les prestataires d'assurance-chômage dont les frais de formation sont payés par RIC peuvent également avoir droit à des allocations supplémentaires (c.-à-d. allocations pour frais de garde des enfants, de déplacement ou de trajets quotidiens, de séjour hors du foyer pendant la formation ou pour frais liés à la conclusion d'arrangements ou l'obtention de matériel permettant aux personnes handicapées de suivre un cours).

Quelques faits saillants du plan de dépenses de 1993

Mesure spéciale à l'intention des travailleuses et travailleurs licenciés - avril 1993

Le gouvernement fédéral et la Commission canadienne de mise en valeur de la main-d'œuvre (CCMMO) recommandent tous deux qu'il faudrait accorder une attention particulière aux travailleurs et travailleuses d'expérience qui sont soudainement licenciés après au moins cinq années de travail.

On consacrerait 300 millions de dollars des fonds destinés à des utilisations productives à modifier les programmes et les services d'ÉIC pour aider ces travailleurs à acquérir les connaissances qui leur permettront de réintégrer plus rapidement le marché du travail. Cette aide sera conçue en collaboration avec les collectivités et les entreprises touchées, et elle sera offerte aux personnes et aux groupes de travailleurs et travailleuses admissibles. ÉIC favoriserait activement l'élaboration de plans d'intervention par un comité local d'aide à l'adaptation dans les régions où des licenciements importants sont prévus. Dans le cas de licenciements imprévus, des équipes d'aide à la transition composées d'agents d'ÉIC spécialement formés à cette fin pourraient faciliter la mise sur pied d'un comité local d'aide à l'adaptation.

Ces clients, qui sont souvent des travailleurs et des travailleuses qui ont perdu leur emploi à cause de la restructuration des marchés mondiaux, se retrouvent dans une situation particulière, parce qu'ils n'ont pas eu à se perfectionner ni à chercher un emploi. Ils ont besoin d'aide pour se familiariser avec les techniques de recherche d'emploi, actualiser leurs compétences devenues périmées, planifier leurs prochaines démarches, acquérir des compétences en lecture, écriture et calcul et obtenir l'information nécessaire pour déterminer leur réorientation professionnelle et le type de compétences dont ils ont besoin.

ÉIC adaptera ses programmes et ses services pour donner à ces clients et clientes une aide particulière au début de leur période de prestations, soit :

- un counselling intensifié;
- une présentation du counselling par les pairs;
- une nouvelle session de cinq jours sur les techniques de recherche d'emploi
- des plans d'action individuels pour les étapes ultérieures

On élaborera également de nouveaux guides pratiques sur la rédaction d'un curriculum vitae, les techniques de recherche d'emploi, la mise en valeur des compétences et le travail indépendant.

Approche globale concernant l'aide offerte
aux prestataires d'assurance-chômage

Les programmes d'utilisation productive de l'assurance-chômage constituent un cadre général qui permet d'aider les Canadiens et Canadiennes en chômage à acquérir de nouvelles compétences, à chercher plus efficacement un emploi et à augmenter leurs chances de réemploi. Le Régime d'assurance-chômage a fait l'objet d'une réforme en 1990. Cette réforme visait à orienter le régime axé sur des mesures passives de soutien du revenu vers l'application de mesures plus actives qui donnent lieu à un bon investissement des fonds de l'assurance-chômage.

Bien qu'un grand nombre de personnes qui touchent des prestations d'assurance-chômage soient qualifiées et capables de trouver rapidement un emploi, il y en a beaucoup qui ont besoin d'acquies de nouvelles compétences ou de se recycler. Plus d'un million de prestataires d'assurance-chômage ne possèdent ni les compétences professionnelles ni l'instruction de base (même pas un diplôme d'études secondaires) nécessaires pour obtenir un emploi permanent. Afin de répondre à leurs besoins, le Régime d'assurance-chômage offre maintenant aux prestataires d'assurance-chômage une foule d'options d'aide à l'adaptation et au réemploi. En 1993, quelque 530 000 participantes et participants ont reçu une aide en vertu de ce seul régime.

Historique

L'utilisation des fonds de l'assurance-chômage pour aider les chômeurs et chômeuses à s'adapter à l'évolution économique et à celle du marché du travail a débuté en 1977; ont été intégrés à la Loi sur l'assurance-chômage à ce moment-là le programme Travail partagé et des programmes de création d'emploi et de soutien du revenu pendant que les prestataires perfectionnent leurs compétences.

Le soutien du revenu est offert depuis 1978 et a pris progressivement de l'importance. Les prestataires d'assurance-chômage peuvent maintenant continuer à toucher des prestations pendant qu'ils suivent des cours de formation approuvés. Le programme Travail partagé, qui permet à des travailleurs et travailleuses de toucher une partie de leurs prestations lorsqu'ils ne travaillent pas pendant une partie de la semaine, et la création d'emplois, qui sert à verser des prestations aux travailleurs et travailleuses qui participent à des projets communautaires, ont été mis à l'essai, puis ils sont devenus des programmes véritables en 1981-1982.

L'importance des programmes d'utilisation productive des fonds de l'assurance-chômage s'est accrue depuis 1990, année pendant laquelle les fonds qui y étaient affectés ne s'élevaient qu'à 500 millions de dollars.

Ces représentants siègent à la CCMO, mise sur pied en janvier 1991 par le secteur privé et chargée de formuler des recommandations quant à l'utilisation des fonds de l'Assurance-chômage.

«Je félicite la CCMO du rôle crucial qu'elle a joué dans la promotion au Canada de l'acquisition de connaissances liées au travail», a dit M. Valcourt. «Notre avenir collectif repose sur les Canadiennes et les Canadiens qui travaillent et qui sont recyclés», a-t-il ajouté.

Les modifications apportées en novembre 1990 à la Loi sur l'assurance-chômage permettent de consacrer les fonds de l'Assurance-chômage non plus à des mesures passives de soutien du revenu, mais à des investissements plus actifs dans la main-d'oeuvre canadienne en aidant cette dernière à accroître et à améliorer ses compétences.

«L'investissement dans les ressources humaines du Canada est une responsabilité partagée, a déclaré M. Valcourt. Ainsi, le gouvernement offre davantage de formation spécialisée aux Canadiennes et aux Canadiens, mais les entreprises du secteur privé doivent également accroître les possibilités offertes à leurs travailleuses et travailleurs en vue d'améliorer leurs compétences.»

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Le ministre Valcourt a affirmé qu'en 1993, la priorité sera accordée aux travailleurs et travailleurs d'expérience déplacés, qui se retrouvent soudainement sans emploi après de nombreuses années de service. Le ministre Valcourt a fait savoir que 300 millions de dollars seront engagés pour que l'on puisse répondre aux besoins individuels de ces travailleurs et travailleurs.

Le gouvernement fédéral donne suite à la demande formulée par le secteur privé, voulant que l'on augmente plus particulièrement l'aide aux chômeuses et aux chômeurs canadiens qui ont travaillé pendant plus de cinq ans ainsi qu'aux travailleurs et travailleurs déplacés de façon permanente afin qu'ils soient plus en mesure d'obtenir un emploi stable à long terme. Ces travailleurs et travailleurs bénéficieront, par l'entremise d'Emploi et Immigration Canada, d'un accès rapide à des services adaptés à leurs besoins.

«Le programme reconnaît que l'adaptation des travailleurs et travailleurs déplacés est l'affaire de la collectivité et il facilitera la recherche de solutions axées sur la collaboration», a déclaré M. Valcourt.

La ministre d'État à l'Emploi, M^{me} Monique Vézina, s'est dite heureuse de la réponse positive du gouvernement à ce plan de dépenses, qui a été recommandé par la Commission canadienne de mise en valeur de la main-d'œuvre (CCMMO).

«Cela reflète l'intérêt continu du gouvernement à répondre aux besoins du marché du travail local, en collaboration avec les représentants du milieu des affaires, des travailleurs, du secteur de l'enseignement et de la formation ainsi que des groupes d'action sociale», a dit M^{me} Vézina.



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DIFFUSION IMMÉDIATE

Le ministre Valcourt annonce que 2,21 milliards de dollars serviront à aider les chômeuses et les chômeurs canadiens à améliorer leurs compétences et à retourner sur le marché du travail.

Le ministre de l'Emploi et de l'Immigration, M. Bernard Valcourt, a déposé aujourd'hui à la Chambre des communes son Plan de dépenses de 1993 relatif à l'utilisation des fonds de l'Assurance-chômage à des fins productives. Ce plan prévoit un budget de 2,21 milliards de dollars pour les utilisations productives de l'Assurance-chômage, ce qui représente une augmentation de 13 p. 100 par rapport aux chiffres révisés de 1992. Il est près de quatre fois et demie supérieur aux 500 millions de dollars prévus au budget de 1992.

«Cette augmentation souligne l'engagement renforcé du gouvernement à aider les chômeuses et les chômeurs canadiens à retourner le plus rapidement possible sur le marché du travail», a déclaré M. Valcourt.

Le programme de 1993 offrira à environ 530 000 prestataires d'assurance-chômage un soutien du revenu pendant qu'ils accroissent et améliorent leurs compétences. Ils pourront également recevoir de l'aide grâce à d'autres composantes du programme. En 1992, 485 000 canadiennes et canadiens ont bénéficié de ce programme.

Document d'information n° 5

Incidence combinée du taux de cotisation et de la rémunération assurable maximale

(1988 - 1992)

	Taux de		Contribution annuelle		Écart par rapport à l'année précédente	
	Rémunération hebdomadaire assurable maximale	cotisation par tranche de 100 \$ de rémunération assurable	Contribution hebdomadaire maximale	Montant maximal		
		CO	CP	CO	CP	
		\$		\$		\$
1989	605 \$	1,95	2,73	11,80	16,52	613,60 859,04 -76,96 -107,74
1990	640 \$	2,25	3,15	14,40	20,16	748,80 1 048,32 +135,20 +189,28
1991*	680 \$	2,25	3,15	15,30	21,42	397,80 556,92 -----
1991**	680 \$	2,80	3,92	19,04	26,66	495,04 693,16 -----
				892,84	1 250,08	+144,04 +201,76
1992	710 \$	3,00	4,20	21,30	29,82	1 107,60 1 550,64 +214,76 +300,56
1993	745 \$	3,00	4,20	22,35	31,29	1 162,20 1 627,08 +54,60 +76,44

CO - contribution ouvrière

CP - contribution patronale (1,4 fois la contribution de l'employé)

* Janvier à juin (projet de loi C-21)

** Juillet à décembre (projet de loi C-20)

* Nota : Les mesures législatives proposées comportent une disposition visant à réduire le niveau des prestations à 57 p. 100 pour les deux prochaines années.

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Le montant des prestations hebdomadaires maximales (60 p. 100 du maximum de la rémunération assurable) passera à 447 \$ en 1993, comparativement à 426 \$ en 1992.*

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Les travailleurs et travailleuses doivent gagner un montant minimal afin d'être assurés dans le cadre du régime d'assurance-chômage. En dollars, ce montant minimal équivaut à 20 p. 100 du maximum de la rémunération hebdomadaire assurable. En 1993, ce montant passera donc à 149 \$, comparativement à 142 \$ en 1992. (Les travailleurs et travailleuses peuvent également satisfaire à ce critère en travaillant un minimum de 15 heures par semaine pour le même employeur.)

L'augmentation du maximum de la rémunération hebdomadaire assurable est fonction de l'augmentation moyenne des salaires et des traitements payés aux travailleurs et aux travailleuses au cours de la période de huit ans la plus récente. Avec cette formule, environ 70 p. 100 des travailleuses et travailleurs canadiens touchent un salaire inférieur au maximum. La protection de l'autre 30 p. 100 est limitée au maximum.

Les augmentations annuelles du maximum de la rémunération assurable sont déterminées selon une formule prévue dans la Loi sur l'assurance-chômage et reflètent l'augmentation annuelle moyenne de la rémunération au cours des huit dernières années.

Les prestataires d'assurance-chômage dont le revenu annuel net (incluant les prestations d'a.-c.) dépasse de 1,5 fois le maximum de la rémunération annuelle assurable doivent rembourser 30 p. 100 de ces prestations pour compenser l'excédent. Pour l'année d'imposition 1993, la formule de remboursement s'appliquera à la rémunération qui dépasse 58 110 \$. Cette limite était de 55 380 \$ en 1992.

Établissement du maximum de la rémunération assurable
en 1993

Le maximum de la rémunération hebdomadaire assurable est le niveau maximal de revenu qui peut être assuré chaque semaine aux fins de l'assurance-chômage et il sert à déterminer le taux de cotisation hebdomadaire maximal et le montant de la prestation hebdomadaire maximale.

Le chiffre de 1993 est le résultat de deux calculs distincts.

- 1) Premièrement, il faut calculer l'indice de rémunération pour 1993. Il s'agit du rapport entre la moyenne mobile, sur une période de huit ans, de la rémunération annuelle moyenne des employés et des employées (de 1983 à 1991) et la moyenne de base sur une période de huit ans (de 1966 à 1973).*

- 2) Le maximum de la rémunération assurable pour 1975 est ensuite multiplié par l'indice de rémunération pour 1993. Le résultat est arrondi au multiple de 5 \$ le plus près. On obtient ainsi le maximum de la rémunération hebdomadaire assurable qu'utilisera la Commission de l'emploi et de l'immigration du Canada.

* La rémunération annuelle moyenne des employés et employées est fondée sur la moyenne des traitements et salaires annuels des travailleurs et travailleuses établie par Revenu Canada, Impôt, à partir des feuillets T4 supplémentaires.

Nota : Les mesures législatives proposées devraient avoir une incidence sur le déficit cumulé de l'a.-c. Si ces mesures sont adoptées, le déficit devrait être de 7,5 milliards de dollars d'ici la fin de 1993 et demeurer à ce niveau à la fin de 1994. Il devrait ensuite diminuer en 1995 et être éliminé en quelques années, selon les niveaux de chômage futurs, sans que l'on ait à modifier les taux de cotisation.

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Pour éviter d'imposer un fardeau supplémentaire aux cotisants et cotisantes et afin d'encourager la reprise économique, la Commission a décidé de maintenir les taux de cotisation de 1993 au niveau de 1992, c'est-à-dire 3,00 \$ par tranche de 100 \$ de rémunération assurable pour les employés et employés et 4,20 \$ par tranche de rémunération assurable pour les employeurs. Cela portera le déficit cumulé prévu à 8,2 milliards de dollars à la fin de 1993, comparativement à 4,9 milliards de dollars à la fin de 1992."

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Le calcul des taux de cotisation de l'a.-c. pour 1993

La Commission de l'emploi et de l'immigration du Canada est tenue par la Loi sur l'assurance-chômage de fixer les taux de cotisation chaque année en se fondant sur l'état du compte d'assurance-chômage et les prévisions pour l'avenir. Les taux de cotisation fixés par la Commission doivent également être approuvés par le ministre des Finances et par le gouverneur général en conseil.

Les taux de cotisation réels imputés aux employeurs ainsi qu'aux employés et employées sont déterminés à partir du taux de cotisation statutaire. Le taux de cotisation statutaire pour 1993 a été calculé en premier (d'après les articles 48 et 49 de la Loi sur l'assurance-chômage) comme étant le taux de cotisation moyen qui aurait été nécessaire pour couvrir exactement les coûts totaux du programme de 1989 à 1991. On a ensuite utilisé ce taux pour estimer l'excédent ou le déficit dans le compte d'assurance-chômage à la fin de l'année prochaine.

Dans le cas d'un excédent, la Commission est tenue par la Loi sur l'assurance-chômage d'établir un taux de cotisation réel inférieur au taux de cotisation statutaire. Toutefois, dans le cas d'un déficit, la Commission doit fixer un taux de cotisation réel supérieur au taux statutaire.

Le taux statutaire pour 1993 a été calculé à 2,70 \$ par tranche de 100 \$ de rémunération assurable. D'après les projections actuelles, ce taux aurait entraîné un déficit d'environ 10,2 milliards de dollars dans le compte à la fin de 1993.

Prestations -- Le taux des prestations hebdomadaires est le montant des prestations d'assurance-chômage versées à un prestataire admissible pour chaque semaine de chômage. Ce taux est calculé selon un pourcentage de la rémunération hebdomadaire assurable moyenne au cours des 20 dernières semaines de travail.

En vertu de la Loi actuelle, le taux des prestations est de 60 p. 100 de cette rémunération moyenne. Les changements proposés abaissent ce taux à 57 p. 100 pour les deux prochaines années.

Dans l'actuelle Loi sur l'assurance-chômage, on entend par **départs volontaires** les cas de personnes qui quittent leur emploi sans « motif valable » ou qui sont congédiées en raison de leur inconduite. La pénalité actuellement imposée à ces prestataires est un délai de sept à douze semaines pendant lesquelles ils ne reçoivent aucune prestation ainsi qu'une réduction du montant des prestations.

Le gouvernement propose de refuser l'admissibilité aux prestations à tous les prestataires qui ont quitté leur emploi sans motif valable ou qui sont congédiés en raison de leur inconduite.

Les travailleuses et travailleurs qui quitteront leur emploi pour un « motif valable » **ne seront pas pénalisés**. L'expression « motif valable » est définie dans la Loi sur l'assurance-chômage afin de protéger les travailleuses et travailleurs qui ont une raison légitime de quitter leur emploi. La liste de ces raisons figure dans la Loi et comprend :

- le harcèlement, de nature sexuelle ou autre,
- des conditions de travail dangereuses, la nécessité d'accompagner son conjoint, ou
- la discrimination.

La décision d'imposer une pénalité en vertu de cet article de la Loi peut être contestée en appel dans le cadre de la procédure normale du conseil arbitral.

Nota : Le projet de loi comprend une disposition
visant à réduire le niveau des prestations à 57 p. 100
pour les deux prochaines années.

Les prestataires d'assurance-chômage dont le revenu
annuel net (incluant les prestations d'a.-c.) dépasse
1,5 fois le maximum de la rémunération annuelle
assurable doivent rembourser 30 p. 100 de ces
prestations pour compenser l'excédent. Pour l'année
d'imposition 1993, la formule de remboursement
s'appliquera à la rémunération qui dépasse 58 100 \$.
Cette limite était de 55 380 \$ en 1992.

Taux de cotisation d'assurance-chômage et maximum de la
rémunération assurable pour 1993

À compter du 1^{er} janvier 1993, les employées et employés continueront à payer 3,00 \$ par 100 \$ de rémunération assurable. Les employeurs, pour leur part, payeront toujours 4,20 \$ par 100 \$ de rémunération assurable (1,4 fois le taux de cotisation des employés et employées).

En 1993, le maximum de la rémunération hebdomadaire assurable sera de 745 \$, comparativement à 710 \$ en 1992. Cela représente une augmentation de 4,9 p. 100. Ainsi, en 1993, la prestation hebdomadaire maximale d'assurance-chômage (60 p. 100 du maximum de la rémunération assurable) passera à 447 \$, de 426 \$ en 1992. *

Les augmentations annuelles du maximum de la rémunération assurable sont déterminées selon une formule prévue dans la Loi sur l'assurance-chômage et reflètent l'augmentation annuelle moyenne de la rémunération au cours des huit dernières années (voir le document d'information n° 4).

Les travailleuses et travailleurs doivent gagner un montant minimal afin d'être assurés en vertu du Régime d'assurance-chômage. En dollars, ce montant minimal équivaut à 20 p. 100 du maximum de la rémunération hebdomadaire assurable. En 1993, ce montant passera donc à 149 \$, de 142 \$ en 1992. (Il est également possible pour les travailleuses et travailleurs de satisfaire à ce critère en travaillant un minimum de 15 heures par semaine pour le même employeur.)

«C'est maintenant que le gouvernement doit prendre des mesures pour assurer la responsabilité financière à l'égard du compte d'Assurance-chômage, indique M. Valcourt. «Nous déposerons un projet de loi qui nous aidera à contrôler la gestion du compte. Les cotisations versées par les travailleurs et les employeurs ne suffisent pas, à l'heure actuelle, à couvrir les frais du régime.»

Si le taux de cotisation demeure au niveau actuel, on accumulera un déficit de plus de 8 milliards de dollars au compte d'Assurance-chômage d'ici la fin de 1993.

Le ministre a également indiqué son appui à la suite de l'annonce des mesures d'encouragement à l'emploi destinées aux petites entreprises et a souligné que ces mesures ne seront pas portées au compte d'Assurance-chômage.

Voir les documents d'information ci-joints pour plus de détails.

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Le Régime d'assurance-chômage

Le ministre de l'Emploi et de l'Immigration, Bernard Valcourt, a annoncé aujourd'hui plus de précisions à la suite de l'exposé économique du ministre des Finances.

Le gouvernement propose de maintenir le taux de cotisation d'assurance-chômage de 1993 au même niveau que celui de 1992 et de geler le montant des prestations versées.

Le gouvernement déposera également un projet de loi afin de rendre inadmissibles aux prestations les personnes qui quitteront leur emploi sans «motif valable» ou qui seront congédiées en raison de leur incompétence. Les personnes qui quitteront leur emploi pour un «motif valable» ne seront pas touchées par ces mesures.

Cette aide n'influera en rien sur le soutien accordé aux chômeurs et chômeuses.

Les 250 millions de dollars que l'on consacra, au cours des cinq prochaines années, à cette initiative seront prélevés sur d'autres budgets du gouvernement. Le soutien supplémentaire viendra des encouragements fiscaux. L'aide fédérale vise à servir de catalyseur pour inciter le secteur privé à investir davantage dans la formation.

Financement

et de perfectionnement continus s'ils veulent soutenir le rythme. Le gouvernement est disposé à assumer une partie du coût de la formation dans les professions où le besoin s'en fait le plus sentir. Toutefois, il ne peut en supporter tout le fardeau - le secteur privé et les travailleurs et travailleuses sont, en fin de compte, responsables de la formation de la main-d'œuvre. Le gouvernement est prêt à offrir des encouragements fiscaux à la formation afin de soutenir et d'encourager les efforts du secteur privé.

Le niveau de compétence de nos principaux concurrents continue de s'élever rapidement. Au Canada, les travailleurs et travailleuses devront s'engager dans un processus d'apprentissage

Perfectionnement professionnel

Elles sont les assises d'une main-d'œuvre compétitive. Elles fournissent le moyen de déterminer quelles sont les compétences nécessaires dans les différentes professions. Elles favorisent une plus grande mobilité de la main-d'œuvre et son advancement professionnel. Seule l'industrie peut déterminer quelles sont les compétences nécessaires sur le marché du travail. Ce n'est que par l'élaboration de normes professionnelles qu'elle pourra indiquer clairement ses besoins en compétences afin que le système d'éducation puisse y répondre par des programmes de formation pertinents. Des normes professionnelles établies par l'industrie sont la pierre angulaire de la culture de la formation dans le secteur privé.

Normes professionnelles

Les conseils sectoriels permanents sont des forums indépendants qui permettent au patronat et aux syndicats d'élaborer et de mettre en oeuvre les stratégies communes de mise en valeur des ressources humaines que recommandent les études sectorielles. Ils sont l'occasion de consolider des partenariats sans précédent entre les syndicats, les travailleurs et travailleuses et le patronat. Le gouvernement ne fera que leur donner le "coup d'envoi". Il contiendra au secteur privé le soin de financer lui-même ces conseils dans le but de l'amener à gérer ses propres stratégies en matière de ressources humaines.

Conseils sectoriels de formation professionnelle

Un élément essentiel de ces études consiste à fournir au secteur privé les données précises dont il a besoin pour prévoir ses besoins concernant le marché du travail.

La première étude des ressources humaines a été réalisée dans l'industrie de l'automobile en 1985; depuis ce moment, vingt-quatre études ont été effectuées ou sont actuellement en cours.

aura besoin la future population active, compétences qui sont déterminées en fonction de cette orientation. Les études sectorielles ont contribué à garantir la participation d'intervenants clés (travailleurs et travailleuses, patronat, monde de l'enseignement et gouvernement) à la stratégie de formation.

Tout investissement dans la formation exige une bonne compréhension des questions liées aux ressources humaines du secteur. La première étape importante consiste en une analyse détaillée de l'orientation que prennent les marchés, les produits et les processus de production ainsi que des compétences dont

Études sectorielles

1. Études sectorielles des besoins en compétences
2. Création d'autres conseils nationaux de formation professionnelle
3. Établissement de normes professionnelles
4. Perfectionnement des compétences
5. Stimulants fiscaux aux fins de la formation

Cet ensemble comporte cinq composantes clés.

Ensemble des initiatives sectorielles

gouvernements fédéral et provinciaux. permettront une collaboration avec les gouvernements et entre les en ce qui concerne les besoins de chaque secteur. Et ils responsables du système officiel d'enseignement et de formation Les partenariats sectoriels serviront également à conseiller les des répercussions cruciales sur la productivité et la croissance. faire face ensemble aux grands problèmes qu'ils ont à régler. La partenariats et trouver des solutions sectorielles les aidera à les compétences de la main-d'œuvre. Les réunir au sein de ont un intérêt commun en ce qui concerne l'investissement dans travailleurs et travailleur, le patronat et les gouvernements son avenir de façon proactive, en fonction de ses besoins. Les main la formation de sa main-d'œuvre. Elle peut alors régler En vertu de cette initiative, l'industrie prend directement en

Approche sectorielle

travail seront consultés. travailleur, le gouvernement estime qu'il faut faire davantage efforts pour veiller à ce que l'investissement du secteur privé dans la formation professionnelle soit d'un niveau satisfaisant. Il concevra un stimulant de type fiscal pour aider le secteur privé à payer les coûts de la formation des travailleurs et travailleurs. À cette fin, les partenaires sur le marché du processus de perfectionnement de sa main-d'œuvre. Le gouvernement versera des fonds de lancement en fonction de l'urgence des besoins, afin d'aider le secteur à amorcer le

NOTE DOCUMENTAIRE

PARTENARIATS SECTORIELS

Une initiative générale concernant des partenariats sectoriels -- financée au moyen de fonds fédéraux dont le montant s'élève à 250 millions de dollars -- servira de catalyseur pour aider le secteur privé à jouer le rôle principal en ce qui a trait aux défis à relever dans chaque secteur en ce qui a trait aux ressources humaines. Il s'agit d'un investissement stratégique qui réunit les employeurs et les travailleurs pour qu'ils déterminent les besoins en compétences et les normes professionnelles de leur secteur. Grâce à cet exercice, l'efficacité de la formation des travailleurs et des travailleuses est accrue. Les compétences nouvelles ou perfectionnées permettent aux travailleurs et travailleuses d'avoir accès à de nouveaux ou à de meilleurs emplois, à la mobilité et au perfectionnement professionnel. Cette initiative sert à offrir un appui direct mais croissant à la formation dans certains secteurs. Les stimulants fiscaux constitueront une autre forme d'appui à la formation.

Objectifs

Cette initiative, qui sera en vigueur pendant cinq ans, vise à établir des partenariats actifs groupant des travailleurs, des employeurs et d'autres intervenants de quelque 55 secteurs d'activité. Ces secteurs composent tout le secteur privé. Leur objectif consiste à analyser les questions relatives aux ressources humaines dans leur secteur et à tenter de les régler.

Mise en oeuvre

Le processus comportera quatre étapes essentielles :

- les travailleurs et le patronat détermineront d'abord les besoins en compétences en procédant à une analyse approfondie de l'orientation du secteur, de la technologie de l'avenir et des compétences de la population active actuelle;
- ils établiront des normes en matière de compétences professionnelles qui guideront les efforts qu'ils déploieront aux fins de la formation;
- des conseils sectoriels de formation professionnelle seront créés afin que les employeurs et travailleurs disposent d'une tribune permanente pour garantir la mise en oeuvre des stratégies de formation et de perfectionnement des ressources humaines;

• certaines industries pourront bénéficier de fonds de lancement afin de perfectionner les compétences de leur main-d'oeuvre dans les professions les plus menacées;

• des mesures fiscales d'incitation, au lieu d'un fardeau fiscal, engendreront des investissements plus importants à l'égard de la formation des travailleurs et des travailleurs.

«Le gouvernement fédéral s'est engagé à établir une culture de la formation au Canada. Le secteur privé a un rôle essentiel à jouer. Il ne s'agit pas d'un effort à court terme, mais plutôt de l'établissement d'une culture du savoir qui permettra de garder les compétences de notre main-d'oeuvre à jour», a conclu M. Valcourt.

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secteurs;
et de mise en valeur des ressources humaines dans leurs
chargés de mettre en oeuvre des stratégies de formation
les employeurs et les employées et qui sont
sectoriels de formation professionnelle, qui regroupent
un soutien sera fourni aux conseil

futures;
professionnel et améliorer les possibilités d'emplois
de favoriser la mobilité et le perfectionnement
en fonction des besoins de l'industrie, ainsi qu'en vue
les normes professionnelles seront établies

et futurs;
l'aide pour la détermination de leurs besoins actuels
les secteurs d'activités recevront de

entreprises :
travailleurs et travailleuses que pour les
suivants, qui comportent des avantages tant pour les
Le projet comprend les cinq volets clés
répondre à ses propres besoins de formation.
Chaque secteur élaborera un plan d'action en vue de
regroupent toute la main-d'oeuvre du secteur privé.
au moins 55 secteurs d'activité au Canada, lesquels
efficaces entre les syndicats et les gestionnaires dans
L'objectif est d'établir des partenariats

ainsi, les travailleuses et travailleurs augmentent leurs possibilités de mobilité professionnelle et de sécurité d'emploi, et l'industrie sera plus en mesure de soutenir la concurrence sur le marché mondial.

L'appui fédéral doit servir d'élément catalyseur à un plus grand investissement du secteur privé à l'égard de la formation.

«cette stratégie est tournée vers l'avenir. Comme Canadiennes et Canadiens, nous ne pouvons espérer un avenir prospère si nous sommes incapables de soutenir la concurrence des meilleurs pays, à poursuivre M. Valcourt. Il faut donc que tous les employeurs et tous les travailleurs et travailleuses se perfectionnent et se recyclent continuellement. Et le secteur privé doit se charger de déterminer la formation qui est nécessaire dans ses propres industries.»

Les syndicats et les gestionnaires participeront à des initiatives sectorielles conjointes, notamment à l'analyse des compétences requises et prévues dans leurs secteurs, à la provision des nouvelles technologies qui seront introduites et à l'élaboration de normes professionnelles qui correspondent aux emplois de demain.



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POUR DIFFUSION IMMÉDIATE

Le ministre Valcourt engage 250 millions de dollars à l'appui d'un projet de partenariats sectoriels

M. Bernard Valcourt, ministre d'Emploi et Immigration Canada, a annoncé aujourd'hui que 250 millions de dollars seront investis au cours des cinq prochaines années en vue de créer des partenariats sectoriels solides et d'élaborer des stratégies globales de mise en valeur des ressources humaines.

«Les syndicats, les gestionnaires et les gouvernements poursuivent le même objectif en investissant dans les compétences des travailleurs et des travailleurs. En rassemblant ces groupes au sein de partenariats, ils peuvent collaborer en vue de régler les questions essentielles et de contribuer considérablement à la relance économique. Cela est fondamental, si nous voulons assurer notre prospérité future», a déclaré M. Valcourt.

Ce partenariat amènera le secteur privé à déterminer les besoins en ressources humaines et en formation et l'incitera à élaborer des stratégies qui lui permettront de répondre aux exigences du marché du travail.

